

JUNE/JUIN 1990
VOL. 37, NO. 6CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

bulletin

Elections, Policies, Education - May Council

In his final meeting as Speaker of Council Professor Fred Wilson professionally eased the assembly through its considerable agenda. He did this to such good effect that for the first time, as far as any of the old hands could remember, the business of Council was finished early.

The May meeting is the AGM of the Association. Therefore all the necessary business has to be brought forward as an account of the previous years activities and plans for the coming year. Since finance is clearly an important aspect of this the budget was presented and provisionally accepted. This was the last budget presented by Vic Catano who ended his period of four years as treasurer.

The standing committees of Council also make their reports and the Academic Freedom and Tenure Committee and the Librarians Committee reported active years. The difficulties which beset the Status of Women Committee have been reported before in the *Bulletin*. At this Council there was welcome evidence that the committee was going to be entering a more normal period of activity with the election, from a large and accomplished list of candidates, of a new committee.

Elections to the standing committees are but one of the set of elections that take place at the May Council. The most important is that for the new Executive. As part of the process the candidates for contested positions address Council and answer questions from

Council. The President for the coming year, Bob Kerr (Windsor), was acclaimed. This year there was a contested election for the office of Vice-President and for the office of Treasurer. Fred Wilson (Toronto) was elected to the former and David Balzarini (UBC) to the latter. The three members at large elected were Joy Bennett (Concordia), Claude Dionne (Moncton) and Dick Powers (Victoria). The other member of the Executive, the Chair of the Status of Women Committee, will be determined after Council have received the recommendation of the newly elected committee.

There were a number of guests at Council. Two of them, Jean Golden (Ryerson) and Arne Paus-Jensen (Saskatchewan) represent faculty associations that are not members of CAUT. Both of them spoke about their associations plans in this matter. Council took place just before the association at Ryerson held a membership vote on joining CAUT.

Four other guests, Nora Hawkin, Keith Newton, Peter Hicks and Stuart Smith informed Council about the various plans their organizations have for conducting investigations into education in the near future. A detailed account is given elsewhere in this issue.

In the middle of all this activity Council also discussed some policy issues. Of special interest at this Council was the policy on professional



The 1990-91 Executive of CAUT with the Coop Chair: (L to R) Bob Kerr, David Balzarini, Ted Humphreys (Chair, CAUT CB Coop), Pamela Smith, Joy Bennett, Dick Powers, Fred Wilson, Claude Dionne.

ethics and professional relationships which is being revised by the AF&T. To deal with this Council divided into relatively small groups so that detailed discussions could be held in a less formal forum than the floor of Council provides. After these sessions a report was given to Council and the AF&T took back the results of these deliberations to inform its own discussion on the policy.

Two major administrative matters were approved at Council. The first was a plan for dealing with informatics in the office; in plainer language how are the various computing needs of the office to be met. The Executive had contracted out the task of making that examination and one of the consultants delivered a report to Council which was adopted. Like many other offices CAUT's needs have grown and been dealt with fairly efficiently but generally in the short term. The adopted plan is to upgrade and integrate the office computing. For the *Bulletin* this will establish an in-house desk-top-publishing capacity.

The other major administrative matter dealt with was a staffing plan for the 90's. Ever since the review committee on CAUT reported in 1987,

there has been a continuous development and adaptation of the staffing needs in the office and the financial capacity of the Association to fulfill them. Council adopted the plan proposed by the Executive. Importantly this will mean the hiring of an individual to be a director of communications.

Near the end of this Council a new Speaker was acclaimed. Peter King, outgoing Past President shifted his seat from the left of the head table, where he had provided sage advice to the Speaker, to the centre. He will no doubt be challenged to steer Council as smoothly as his predecessor.

RYERSON SEEKS MEMBERSHIP IN CAUT

Following an overwhelming membership vote that took place in the middle of May, the faculty association at Ryerson Polytechnical Institute has sought membership of CAUT. This is a welcome result of a long process of communication between the two associations.

Ryerson Faculty Association, with a membership of about 600, has been a member of OCUFA for a number of years. CAUT President, Robert Kerr, welcomed the application. He said, "CAUT is pleased that there is such a positive outcome of our discussions with the faculty association at Ryerson."

The formal process of entry now involves the Elections and Resolutions Committee assuring itself of the appropriate level of support for the application and ensuring that Ryerson Faculty Association fulfill the requirements for CAUT membership. There is little doubt that these tests are satisfied.

Knowing that the membership vote was being held, Council has already passed a motion accepting membership of Ryerson on the recommendation of E&R.

CAUT
Financial Package
See page 5

Programme
financier de
PACPU
Voir page 5

**CAUT
BULLETIN
ISSN 0007-7887**

Managing Editor: John H. Evans
Advertising and Circulation: Liza Duhame

Published by the Canadian Association of University Teachers, 294 Albert Street, Suite 308, Ottawa, Ontario K1P 6E6 (613) 237-6885

Executive Secretary: Donald C. Savage

Copyright: The Canadian Association of University Teachers. Articles may not be reprinted without permission from the author and the CAUT Bulletin.

Readers are invited to submit articles to the editor who cannot accept responsibility for items which are damaged or lost in the mail.

All signed articles express the view of the author.

CAUT Guidelines and Policy Statements are labeled as such. Average total distribution: 27,000. The CAUT Bulletin is published 10 times during the academic year; the first of each month, September through June.

Closing date for receipt of advertising applications: No cancellation will be accepted after closing date. Advertisements which state a final date for submission of applications for a post that is less than thirty (30) days after the date of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, color, sex, age, marital status, disability, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all potential applicants that there are open to both men and women. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution concerned to place a non-discriminatory advertisement to provide the Editor of this Bulletin with a statement as to these reasons.

Printer: Performance Printing, Smith Falls, Ontario

**LE BULLETIN
DE L'ACPU
ISSN 0007-7887**

Rédacteur en chef: John H. Evans

Annonces et tirages: Liza Duhame

Publié par l'Association canadienne des professeurs d'université, 294, rue Albert, suite 308, Ottawa, Ontario K1P 6E6 (613) 237-6885

Secrétaire général: Donald C. Savage

Copyright: L'Association canadienne des professeurs d'université. Il est interdit de reproduire des articles sans la permission du directeur et du Bureau de l'ACPU. Les lecteurs sont invités à adresser des articles à la rédaction, qui décline toute responsabilité à l'égard des textes qui sont envoyés. Les auteurs sont responsables de la transmission par la poste. Tous les articles signés expriment les vues de l'auteur. Les dénominations de principes et les directives de l'ACPU sont présumées communément admises.

Distribution annuelle: 27,000. Le Bulletin de l'ACPU paraît 10 fois au cours de l'année universitaire. Le tarif de chaque mois de septembre à juin. Date de réception des annonces: 13 juillet. Les dénominations de principes et les directives de l'ACPU doivent être datées de publication. Il ne sera pas accepté d'annulations après la date limite. Pour toute offre d'emploi, une date de publication de 30 jours sera exigée entre la date de publication du journal et la date limite pour établir le journal.

L'éditeur n'accepte pas d'annonces de postes d'administration et d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de sexe, d'âge, de mariage, d'origine ethnique, de situation familiale, d'origine sociale ou de convictions ou d'opinions politiques ou religieuses. L'ACPU s'attend à ce qu'en tous les postes annoncés dans le Bulletin soient ouverts aux hommes et aux femmes. Il convient à l'éditeur de rappeler qu'il n'est pas nécessaire que la mention du fait parle une annonce restrictive de tourner à l'insuccès du Bulletin une déclaration démontant ces raisons.

Imprimeur: Performance Printing, Smith Falls, Ontario.

Report of annual general meeting of the collective bargaining Coop

The Annual General Meeting of the CAUT Collecting Bargaining Cooperative was held at the Chateau Laurier in Ottawa on May 10. The agenda for the meeting included the regular business of the Coop Board of Directors along with elections for the Policy, Planning and Publications Committee (PPPC).

Ted Humphreys, Chairperson of the PPPC for the past year, presented the Board of Directors with his Annual Report. In his report, Humphreys reviewed the evolution of the Coop, and highlighted the need to continue to clarify the role and mandate of the Coop, with the aim of providing comprehensive and high-quality services to its members. Humphreys stressed in particular the need to review the Constitution and the By-laws of the Collective Bargaining Coop, in order to ensure that the evolution of the Coop is not inappropriately constricted by cumbersome and unclear by-laws.

Richard McGaw, Treasurer, reported on the Constitution and By-Law Committee that has been struck to deal with the issues that the Chairperson raised in his report. This committee will be meeting throughout the summer months and will be reporting back to the Board of Directors in the early fall.

At this 9th meeting of the Coop Board of Directors, the new letterhead for the Collective Bargaining Cooperative was unveiled. It is hoped that this unique identity will help alleviate for members the confusion that exists between services provided by the Coop and services provided by the CAUT Core functions. In the interests of the environment, the new letterhead that the Coop has adopted is being printed on recycled paper.

The PPPC, with the support of the Board of Directors, has decided to produce a "Director's Handbook". The aim of this handbook is to provide Coop Directors with an up-to-date, accessible source of information about the Coop and how it functions. This handbook will also help to inform Board members about the activities and services of the Coop and how they can best make use of the resources for their associations.

Also at this meeting, the Coop announced that it will continue to present workshops and conferences for its members. The lineup for the coming year includes the annual Collective Bargaining Conference in June, the Senior Negotiators Conference in the fall, a one-day Pension Workshop next winter and a lawyers' conference in the spring.

A variety of other workshops and activities are planned to complement the regular services of the Coop.

After the regular business of the Coop Annual General Meeting was concluded, the nominations that had been received for the PPPC were posted and announced. All current members of the PPPC indicated their willingness to serve another term, except for Ramzi Salame (from SPUL), who will be unable to participate on the PPPC in the coming year. Gratitude and appreciation was expressed to Ramzi Salame for his participation on the PPPC throughout the year. The new PPPC, by unanimous acclamation, is comprised of: Chairperson Ted Humphreys (OISE); Treasurer Richard McGaw (UNB); Jacqueline Cyr (U. de Moncton); Peter Hemingway (U. of Regina); Michael Kubara (U. of Lethbridge); Ernest Zimmermann (Lakehead U.) and Sandra Zuk (U. of Winnipeg). The Speaker for the Coop Board of Directors, Mark Sandilands (U. of Lethbridge) was also acclaimed for another term.

Maureen Kilgour
CAUT Collective
Bargaining Cooperative

Rapport de l'assemblée générale annuelle de la Coopérative de négociation collective

La Coopérative de négociation collective a tenu son assemblée générale annuelle à l'hôtel Château Laurier, à Ottawa, le 10 mai dernier. Outre les affaires régulières du Conseil de direction de la Coopérative, l'élection du Comité des politiques, de la planification et des publications (CPPP) figurait également à l'ordre du jour.

Ted Humphreys, le président du CPPP pour l'année 1989-1990, a présenté son rapport annuel au Conseil de direction. Il a brossé un tableau de l'évolution de la Coopérative et a insisté sur le besoin de continuer d'éclaircir le rôle et le mandat de la Coopérative dans le but de fournir à ses membres des services complets et d'excellente qualité. M. Humphreys a particulièrement souligné le besoin de revoir la constitution et les règlements de la Coopérative de négociation collective pour garantir à cette dernière une évolution qui n'est pas contrainte par des règlements obscurs et encombrants.

Richard McGaw, le trésorier, a fait état de la formation d'un comité responsable de la constitution et des règlements dont le mandat est de régler les problèmes mentionnés par le président dans son rapport. Le comité se réunira pendant l'été et fera rapport au Conseil de direction au début de l'automne.

Lors de l'assemblée, qui était la 9e assemblée du Conseil de direction, on a dévoilé le nouvel en-tête que la Coopérative utilisera à l'avenir dans sa correspondance. La Coopérative espère ainsi que ce moyen unique d'identification empêchera les membres de confondre les services offerts par la Coopérative et ceux fournis dans le cadre des fonctions de base de l'ACPU. Dans l'intérêt de l'environnement, le nouvel en-tête de la

Coopérative est imprimé sur du papier recyclé.

Avec l'appui du CPPP, le Conseil de direction a décidé de publier un "Manuel des directeurs". Le manuel a pour objectif d'offrir aux directeurs de la Coopérative une source d'information à jour et accessible sur la Coopérative et son fonctionnement. En outre, le manuel renseignera les membres du Conseil sur les activités et services de la Coopérative et les conseillera sur la façon de tirer le meilleur profit des ressources de leur association.

A l'occasion de l'assemblée, la Coopérative a annoncé qu'elle continuera à présenter des ateliers et des colloques pour ses membres. Parmi les manifestations prévues au cours de la prochaine année, mentionnons la conférence annuelle sur la négociation collective en juin, le colloque des négociateurs d'expérience à l'automne, un atelier d'un jour sur les régimes de retraite l'hiver prochain et un colloque pour les avocats au printemps. Une gamme d'ateliers et d'activités sont prévus pour compléter les services réguliers de la Coopérative.

Après l'étude des affaires régulières de l'assemblée générale annuelle de la Coopérative, on a affiché et annoncé les mises en candidature reçues aux postes du CPPP. Tous les membres actuels du CPPP ont manifesté la volonté de siéger au comité pendant une autre année à l'exception de Ramzi Salame, du SPUL, qui ne pourra pas poursuivre un autre mandat. Les directeurs lui ont fait part de leur gratitude et de leur reconnaissance pour sa participation au CPPP au cours de l'année. Voici les nouveaux membres du CPPP, élus par acclamation: le président, Ted Humphreys (IEPO), le trésorier, Richard McGaw (UNB), Jacqueline Cyr (U. de Moncton), Peter Hemingway (U. de Regina), Michael Kubara (U. de Lethbridge), Ernest Zimmermann (U. Lakehead) et Sandra Zuk (U. de Winnipeg). Le président d'assemblée du Conseil de direction, Mark Sandilands (U. de Lethbridge), a également été élu par acclamation pour un autre mandat.

Maureen Kilgour
Coopérative de négociation collective de l'ACPU

CAUT argues against cuts before the finance committee

CAUT appeared before the Finance Committee of the House of Commons on May 14th to argue against the proposed cuts in transfer payments to the provinces for post-secondary education.

Professor Robert Kerr, the newly elected president of CAUT pointed out that post-secondary education was an investment and

that cuts of the scope proposed by Mr. Wilson would make it less likely that Canada would have the educated citizenry to compete internationally. He quoted Claude Ryan, the minister responsible for higher education in Quebec on the incoherence of a federal government which called for an in-

See "Finance," page 7

President's message/Le mot du président

Breaking commitments or changing decisions?

While this is the last "President's Message" for the current academic year, it is also, of course, a beginning message, for the newly elected Executive Committee takes office immediately after the May Council meeting. The 1990 meeting is fully reported elsewhere in this issue of the *Bulletin*. I do not propose to comment on it here except to observe that, as usual, the deliberations of Council reveal the new challenges and the many old challenges which CAUT faces and which the Executive, the Standing Committees and Council will be addressing during the coming year.

Instead, this message focuses on one of the continuing challenges confronting CAUT — the need to convince the federal government to maintain its contribution to funding post-secondary education in Canada. One of my first responsibilities as President was to be a member of the delegation presenting CAUT's brief on Bill C-69 to the House of Commons Finance Committee. This Bill will implement the two-year freeze on established program financing which includes the federal contribution to post-secondary education funding.

The presentation we made to the Finance Committee is also reported elsewhere in the *Bulletin*. What particularly caught my attention during our

presentation was the approach of the government members to CAUT's basic proposition that the federal government should honour its previous funding commitments at least until such time as new sound and adequate arrangements for funding have been worked out with the provinces.

Progressive Conservative Committee members contended CAUT is wrong to charge the government with breaking commitments, since all government actions are subject to review. They argued that the virtual freeze of EPF by removing any allowance for inflation was merely a case of a responsible government reconsidering a policy and revising previous decisions.

One thing that this indicates is that the members of the PC Caucus are hearing us. When politicians complain about a charge that commitments have been broken, it indicates that we have hit a nerve.

Let us review the commitments CAUT is referring to. These were not just a matter of political promises, although political promises there were.

During the 1984 election campaign the PC Party stated:

The Progressive Conservative Party sees a dual role for the federal government in post-secondary educa-

tion: to see that there is on-going funding for basic operating costs for the post-secondary system through Established Programs Financing, and to promote particular priorities in post-secondary education through research grants, training programs, funding of federal institutions, and consultation with provincial Ministers of Education, as provided for in the original 1977 Established Programs Financing Agreement. These consultations should include representatives of faculty and student associations.

We are committed to sustaining the current federal financial commitment, according to the formula set out in the 1977 Agreement. It will not be possible to compensate for losses incurred as a result of the retroactive imposition of 6 & 5 per cent guidelines (Bill C-12).

We believe that financing of post-secondary education is an important priority for both levels of government. In current economic circumstances it is difficult to justify significant increases in any expenditure program. We believe that close consultation with all those affected should raise public consciousness of the need for appropriate funding for

post-secondary education, and provide the political will to encourage governments to spend more in this area. (*CAUT Bulletin*, August 1984)

Apart from the matter of compensating for the effect of the 6 & 5 per cent guidelines, this position statement sounded a lot like what CAUT is asking for now. Later, when in government, the PC Party stated during the 1988 election campaign:

By far the largest part of the federal government's financial support for post-secondary education (PSE) and health care is provided through fiscal transfers to provincial and territorial governments. These transfers are provided under a system known as "Established Programs Financing" (EPF) and responsibility

See "Decisions", page 10



Robert W. Kerr
President/Président

et 5 pour cent (projet de loi C-12).

Nous croyons que le financement de l'enseignement postsecondaire est une priorité importante pour les deux paliers de gouvernement. Dans la conjoncture économique actuelle, il est difficile de justifier une augmentation importante pour un programme de dépenses. Nous estimons qu'en consultant étroitement toutes les parties intéressées, nous devrions pouvoir sensibiliser le public à la nécessité d'affecter des budgets adéquats à l'enseignement postsecondaire, tout en créant la volonté politique d'encourager les gouvernements à accroître leurs dépenses dans ce domaine. (*Bulletin* de l'ACPU, août 1984)

Mis à part la question de compenser les pertes par suite de l'imposition des 6 et 5 pour cent, cette déclaration ressemble beaucoup aux présentes revendications de l'ACPU. Quelques années plus tard, alors qu'il était au pouvoir, le Parti conservateur a déclaré au cours de la campagne électorale de 1988:

Voir "décisions", à la page 10

Rompre des promesses ou changer les décisions?

Bien que ce soit là le dernier message du président pour la présente année universitaire, il s'agit aussi, bien entendu, d'un départ car le nouveau Comité de direction élu entre en fonction tout de suite après l'assemblée de mai du Conseil. Il est fait état en détail de l'assemblée dans d'autres pages du présent numéro du *Bulletin*. Je n'ai pas l'intention de commenter l'assemblée. Par contre, j'aimerais faire observer que les délibérations du Conseil, comme d'habitude, révèlent les nombreux et vieux défis auxquels l'ACPU fait face et les nouveaux que le Comité de direction, les comités permanents et le Conseil devront relever au cours de la prochaine année.

Mon editorial est plutôt axé sur les défis continuels qu'affronte l'ACPU, à savoir la nécessité de convaincre le gouvernement fédéral de maintenir sa part du financement de l'enseignement postsecondaire au Canada. En ma qualité de président, l'une de mes premières responsabilités fut de faire partie de la délégation de l'ACPU qui a présenté un mémoire à la Chambre des communes au sujet du projet de loi C-69. Le projet de loi mettra en oeuvre le gel de deux ans du financement des programmes établis qui comprend la contribution du gouvernement fédéral au financement de l'enseignement

postsecondaire.

Notre intervention devant le Comité des finances est rapportée dans d'autres pages du *Bulletin*. Au cours de notre présentation, j'ai été particulièrement frappé de constater la manière dont les membres du gouvernement ont abordé la proposition fondamentale de l'ACPU selon laquelle le gouvernement fédéral devrait respecter ses engagements antérieurs en matière de financement au moins jusqu'au moment où de nouvelles dispositions financières, sensées et adéquates, auront été conclues avec les provinces.

Les membres progressistes-conservateurs du comité se sont contentés de déclarer que l'ACPU avait tort d'accuser le gouvernement de rompre ses promesses puisque tous les gestes du gouvernement sont assujettis à un examen. Ils ont prétendu que le gel quasi total du FPE par la suppression de l'augmentation pour tenir compte de l'inflation n'était simplement que le fait d'un gouvernement responsable réévaluant une politique et révisant des décisions antérieures.

Cela prouve que les membres du caucus conservateur nous écoutent. Lorsque des politiciens se plaignent d'avoir été accusés de rompre des engagements, cela signifie que nous avons touché une corde sensible.

Passons en revue les engagements auxquels l'ACPU fait référence. Il ne s'agit pas simplement que de promesses politiques même si elles en sont.

Lors de la campagne électorale de 1984, le Parti conservateur a déclaré:

Le Parti progressiste-conservateur entrevoyait pour le gouvernement fédéral un double rôle dans le domaine de l'enseignement postsecondaire; d'une part, assurer un financement permanent des frais d'exploitation de base du système d'enseignement postsecondaire, dans le cadre du financement des programmes établis et, d'autre part, promouvoir certaines priorités sur le plan de l'enseignement postsecondaire grâce à des programmes de recherche, à des programmes de formation, au financement d'institutions fédérales et à des consultations auprès des ministres provinciaux de l'Éducation, conformément à l'entente initiale de 1977 sur le financement des programmes établis. Des représentants des associations de professeurs et d'étudiants devraient participer à ces consultations.

Nous sommes résolus à maintenir l'engagement financier actuel du gouvernement fédéral, selon la formule établie dans l'entente de 1977. Il ne sera pas possible de compenser les pertes subies par suite de l'imposition rétroactive du programme de restriction des 6

SWC terms of reference revised, committee elected:

In February, CAUT established a special three person committee — Professors Rebecca Coulter (Sociology, University of Western Ontario, Jenny Hornosty (Sociology, University of New Brunswick) and Jon Thompson (Mathematics, University of New Brunswick and former chair of the CAUT Academic Freedom and Tenure Committee) — and gave it two responsibilities. The first was to revise the terms of reference for the Status of Women Committee, and the second was to assist with the process of nominations and elections for SWC.

The special committee's two-part report was presented by Professor Coulter to the May, 1990 Council. Based on a review of the terms of reference for all CAUT standing committees and the prior SWC membership of Professors Coulter and Hornosty, as well as

the report of the Special Ad Hoc Committee provided earlier by Professors Baldwin, Malloch and Tancred-Sheriff about the 1989 election of the SWC chair, the first part addressed the SWC terms of reference, by:

- **recommending that the committee's size be increased by one person, from six to seven;
- **proposing wording to clarify the voting responsibilities of its ex officio members;
- **recommending a change in the procedures for electing the SWC chair and clarification of the practice to be followed when a person chosen as chair is not at the end of a term, as well as recommending an interim mechanism to be used when a vacancy in the chair occurs between elections;

**proposing several changes to the elections and nominations procedures; **recommending changes to the criteria for elected membership on the committee and that provincial associations be invited to send observers, with voice but no vote.

All of these recommendations were adopted by the May, 1990 Council. Furthermore, a motion of motion which would have removed the chair from the Executive Committee was not, in fact, moved, with the result that the SWC chair will remain as an Executive member. In a related development, Council voted to double the size of the release time stipend available for the SWC chair.

The second part of the special committee's report addressed the eleven nominations for SWC members which

had been received from local associations, local status of women committees and others. Noting that "the overall calibre of the candidates was high", and expressing the hope that any unsuccessful candidates would consider being nominated in the future, the special committee used the terms of reference for membership on the committee to recommend an unranked list of seven women to be elected by Council.

All seven were those elected by Council. The special committee also recommended to Council that the election of the SWC chair be deferred to the next Council, in order to permit the reconstituted SWC to make its own recommendation to Council, along with a procedure for selecting an interim person chairing. Both recommendations were also accepted by Council.

Comité du statut de la femme: mandat révisé et élection d'un nouveau comité

En février, l'ACPU a mis sur pied un comité spécial formé de trois personnes, à savoir Mmes Rebecca Coulter, professeure de sociologie à l'Université Western Ontario, et Jenny Hornosty, professeure de sociologie à l'Université du Nouveau-Brunswick, ainsi que M. Jon Thompson, professeur de mathématiques à l'Université du Nouveau-Brunswick et ancien président du Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPU. Le mandat du comité comportait deux volets: le premier consistait à réviser le mandat du Comité du statut de la femme et le deuxième, à aider au processus de mise en candidature et aux élections du comité.

Mme Coulter a présenté à l'assemblée de mai du Conseil le rapport en deux parties du comité spécial. Fondée sur un examen du mandat de tous les comités permanents de l'ACPU et sur l'expérience des professeures Coulter et

Hornosty en tant qu'anciennes membres du Comité du statut de la femme, ainsi que sur le rapport du comité spécial soumis il y a quelque temps par les professeurs Baldwin, Malloch et Tancred-Sheriff au sujet de l'élection de la présidente du Comité du statut de la femme en 1989, la première partie portait sur le mandat du comité et formulait les points suivants:

- **une recommandation de porter à sept le nombre de membres du comité qui en compte six;
- **la proposition d'un libellé pour éclaircir le droit de vote des membres d'office;
- **une recommandation de modifier la méthode d'élection de la présidente du comité et d'éclaircir la marche à suivre lorsque la personne choisie n'a pas terminé son mandat, ainsi qu'une recommandation d'adopter un mode de fonctionnement intérimaire si le poste de présidente est vacant entre

des élections;

- **une proposition d'apporter plusieurs modifications aux méthodes d'élection et de mise en candidature;
- **une recommandation de modifier les critères d'élection des membres du comité et d'inviter les associations provinciales à déléguer des observateurs qui ont droit de parole mais pas celui de voter.

Le Conseil de mai 1990 a adopté toutes ces recommandations. De plus, un avis de motion qui visait à relever la présidente de son poste au sein du Comité de direction, de fait, n'a pas été proposée. Par conséquent, la présidente du Comité du statut de la femme demeure membre du Comité de direction. Dans le même ordre d'idée, le Conseil a voté en faveur de doubler le montant accordé pour le dégagement de la présidente du Comité du statut de la femme.

La deuxième partie du rapport du comité spécial se penchait sur les onze

candidatures aux postes du Comité du statut de la femme venant d'associations locales, de comités du statut de la femme locaux et autres. Le comité spécial, en faisant remarquer l'excellence des candidates en général et en espérant que les candidates non choisies cette année envisagent de se présenter de nouveau plus tard, s'est servi du mandat des membres pour recommander une liste de sept candidates, sans ordre de préférence, que le Conseil devrait élire.

Le Conseil a élu les sept candidates. En outre, le comité spécial a recommandé au Conseil de différer l'élection de la présidente jusqu'à la prochaine assemblée afin de permettre au nouveau comité de formuler sa propre recommandation au Conseil. Il a aussi recommandé une procédure pour choisir une présidente intérimaire. Le Conseil a également accepté les deux recommandations.

Progress in Peace and International Cooperation with the University of El Salvador (UES):

On April 4, 1990, an accord to initiate peace negotiations between the Government of El Salvador and the FMLN was reached in Geneva under the auspices of the General Secretary of the United Nations, Mr. Perez de Cuellar. Taking into account that only three months ago fighting had reached its peak between these two armies, one cannot exaggerate the historical significance of this accord.

This change in the national context in which the UES has had to struggle in order to survive, should greatly accentuate the successes that the UES had achieved in the enrolment of new, incoming students and in the expansion of its international support and cooperation.

In February, 5,381 new enrolments were achieved by the University of El Salvador. They were distributed in the following way between the different Faculties: Odontology: 242; Medicine: 1625; Law and Social Sciences: 399;

Agronomy: 90; Sciences and Humanities: 1135; Engineering and Architecture: 705; Chemistry and Pharmacology: 100; Economics: 928. This continued support from future generations of Salvadorean professionals is the main assurance for the continued existence of the UES. These figures gain their full significance when one considers that the University campus was occupied by the army from November 11 1989, to January 31 1990. Because of this, many of these students enrolled for the first time in the UES, under the expectation of having to pay higher fees, to support rented space and equipment for their classes.

Dr. Louis M. Franssen, Coordinator for Latin America of the Dutch University Foundation for International Cooperation (NUFFIC), received a *Doctor honoris causa* from the University of El Salvador. This distinction was granted to him in recognition of the un-

conditional support that Dutch Universities have generously granted to the UES in the most difficult years of its struggle to survive obscurantism and tyranny. During his speech, when receiving this award, he remembered the doubts that assailed the first Dutch delegation in 1984:

"During our visit to your institution, observing the disaster of such magnitude, we asked ourselves if the substantial financial support would be justified, taking into account the risk that soon the campus could be newly occupied. But we immediately became aware that abstaining from support for this reason would be to give in front of barbarism, accept violence and the imposition of arms upon the resurgence of science and culture."

As Dr. Franssen said in his speech, the UES has many friends in the world: In Latin America, in the United States, in Canada and in Europe. These include:

WUSC, the Conference of Rectors in Germany, The University of Helsinki, several Spanish Universities, and many Mexican, Brazilian, Central American and Canadian Universities in the Americas, to name a few of its allies. Most of these will be present in the Second Conference in Support of the University of El Salvador, to be held in San Salvador on the 26 of April, 1990. In Canada, on June 22-26, 1990, the University of McMaster is organizing a conference with the title: "Thought and Action: Universities and the Search for Peace in El Salvador". Your participation will be greatly appreciated. University of El Salvador Canadian contact:

Francisco Bozzano-Barnes
3715 Peel St.
Montreal, Quebec H3A 1X1
Tel: (514) 398-8546

Francisco Bozzano-Barnes

CAUT introduces member financial package

In early June, in conjunction with the National Bank of Canada, CAUT will be introducing another benefit of membership - the CAUT MADE-TO-MEASURE FINANCIAL PACKAGE. Detailed information on the plan along with an application form will be sent directly from the National Bank to all CAUT members and local associations.

The agreement with the National Bank of Canada was signed in July 1989 following several negotiating sessions

between bank officials and Gordon Piché, CAUT's Director - Administrative Services. While the plan includes an affinity card - a National Bank of Canada MasterCard - this benefit is only one of several that will be available to CAUT members. "This plan goes far beyond the standard affinity card program" stated Francine Sauriol, Product Manager for the National Bank. "Whereas affinity card programs have become common place, this unique

package will include not only a MasterCard but also a bank account with free chequing and withdrawal privileges, a client card, a personal line of credit, discounts on loans, bonus interest on term deposits and several other outstanding benefits available only to CAUT members."

All CAUT members, associate members and association staff are eligible to participate in the program upon credit approval by the National Bank.

Membership in the plan will be free of charge the first year and \$15.00 in the second year. The MasterCard will bear the CAUT logo and name and every time members use the card, a percentage of the transaction will be paid to CAUT.

For further details about the CAUT package, please refer to the advertisement below or the direct mailing package sent to all CAUT members or contact your local branch of the National Bank of Canada.

L'ACPU présente un programme financier pour ses membres

AU début de juin, de concert avec la Banque nationale du Canada, l'ACPU présentera à ses membres un avantage supplémentaire, soit le Programme financier sur mesure de l'ACPU. La Banque nationale enverra directement à tous les membres de l'ACPU et aux associations locales des renseignements détaillés ainsi qu'un formulaire de demande.

L'entente avec la Banque nationale du Canada a été paraphée en juillet 1989 après plusieurs séances de négociation entre des représentants de la banque et

Gordon Piché, le directeur des services administratifs de l'ACPU. Bien que le programme comprenne une carte de crédit MasterCard de la Banque nationale, plusieurs autres avantages seront aussi offerts aux membres de l'ACPU. Selon Francine Sauriol, directrice des produits à la Banque nationale, le programme va plus loin qu'une carte de crédit ordinaire. Tandis que les programmes de carte de crédit sont devenus monnaie courante, cette offre unique comprend non seulement une carte de crédit MasterCard, mais aussi un com-

pte progressif n'ayant aucun frais de transactions, une carte client, une marge de crédit personnelle, des rabais sur les prêts, une prime pour les dépôts à terme et plusieurs autres avantages exceptionnels offerts uniquement aux membres de l'ACPU.

Tous les membres, les membres associés et le personnel de l'ACPU peuvent adhérer au programme après avoir satisfait aux normes de crédit de la Banque nationale. Les frais d'adhésion sont gratuits la première année et seront de 15,00 \$ à partir de la deuxième année.

La carte de crédit MasterCard sera identifiée à l'ACPU et, chaque fois que les membres l'utiliseront, un pourcentage de la transaction sera versé à l'ACPU.

Pour obtenir des renseignements supplémentaires sur le programme financier de l'ACPU, prière de consulter l'annonce paraissant ci-dessous ou la documentation qui sera envoyée directement à tous les membres de l'ACPU. Vous pouvez également communiquer avec une succursale de la Banque nationale située près de chez vous.

Votre PROGRAMME FINANCIER sur MESURE

La Banque Nationale et les professeurs d'université du Canada partagent le même souci d'excellence. C'est pourquoi ils se comprennent si bien.

De là est venu le programme financier sur mesure que nous vous avons préparé. Ce programme répond à vos besoins spécifiques et vous permettra de réaliser des économies substantielles.

La pièce maîtresse du programme est la carte MasterCard identifiée à l'Association canadienne des professeurs d'université, émise par la Banque Nationale du Canada. À chaque fois que vous utiliserez cette carte, vous contribuerez à l'atteinte des objectifs de votre Association.

S'ajoutent ensuite une série de priviléges bancaires, de réductions de tarifs, de prêts taillés sur mesure et d'avantages divers en plus d'un traitement personnel privilégié.

VOTRE PROGRAMME FINANCIER SUR MESURE pour les professeurs d'université du Canada, c'est un service vraiment conçu pour vous.

Pour plus de détails, renseignez-vous auprès d'une succursale de la Banque Nationale.



canadian association of university teachers
association canadienne des professeurs d'université



NATIONAL
BANK
OF CANADA

NATIONAL
BANK
OF CANADA

Your MADE-TO- MEASURE FINANCIAL PACKAGE

The National Bank and the university teachers of Canada share the same concern for excellence. That's why they understand each other so well.

We are therefore pleased to offer you the Made-to-Measure package we have prepared to meet your specific needs and help you realize substantial savings.

The cornerstone of this package is a MasterCard credit card bearing the logo of the Canadian Association of University Teachers (CAUT), issued by the National Bank of Canada. Each time you use your card, you will be helping your association reach its objectives.

Rounding out the package are numerous banking privileges, reduced rates, Made-to-Measure loans and various other benefits, not to mention personalized priority service.

YOUR CAUT MADE-TO-MEASURE FINANCIAL PACKAGE has truly been designed with you in mind.

For more information, drop in to the National Bank branch nearest you.

To the Editor

Please add my voice to those who ask for changes in the socialization of engineering students at the universities.

I am a Professional Engineer and remember clearly the days when we sang "Godiva was a lady . . ." and shouted "...we don't give a damn for any damn man who don't give a damn for us." I knew at the time that this was contrary to everything I'd been taught about responsible behaviour, and while it was "OK" among male engineering students, it was embarrassing among my family and friends.

Thirty years later, my wife and I suffered with our son who was now the engineering student. He too was being coerced into singing and shouting crude, degrading and mindless verses about women, sex, and disregard of the rights of others.

Throughout my working life, I have seen examples of how these attitudes nurtured and condoned during university have resulted in discrimination and caused personal pain.

At a time when human rights and equity are the issues of the day, I find it incomprehensible that universities continue to tolerate and even encourage the kind of behaviour we've experienced, seen and read about in the last few months. We have plenty of bigotry and chauvinism in the workplace without continuing to import it each year with new university graduates. It is time to stop the cycle.

In my role as Senior Vice-President, Human Resources, for one of Canada's largest employers of engineers, I have been directing the development of our resourcing strategy for the 90's. It is clear to us that we can't afford to employ engineers who are reluctant to work in a multicultural workforce. They must be prepared to work with and for women and men of all races. The graduating engineer will be unqualified for advancement unless he or she exhibits sensitivity and genuine respect for those who hold different views.

Such skills and attitudes are as important as the traditional technical and analytical skills and need to be addressed in current university curricula. I call upon you to implement programs to teach these skills and to ensure that these values are modeled by institutional behaviours.

For our part, we will ensure that these requirements are explicit in our recruiting material and in our interviews. Together we can initiate changes which will benefit our universities, the Engineering Profession and the society we serve.

Sam G. Horton, P.Eng.
Senior Vice-President
Human Resources
Ontario Hydro

This letter was sent by Mr. Horton to university Presidents and Deans of Engineering

Bizarre? The "Montreal Massacre"
Some of the "sequiturs" and non

sequiturs in Greer's letter (CAUT Bulletin, May 1990) give one pause. I should however like to make two points - one old and one new.

1. I would reiterate that in my original discussion of reverse discrimination, I had only suggested that it *might possibly* be a factor in the killing of the fourteen women engineering students in Montreal. This is hardly a "bizarre" statement when and if one considers how little is known of this kind of behaviour. 2. Professor Greer has stated apropos reverse discrimination that "there is no evidence that the murdered women benefitted from any affirmative action policy". However he does acknowledge later on in the same paragraph that Mr. Marc Lépine (the assailant) "does seem to have believed that the advancement of women blighted his scientific career." Does not Professor Greer realize that belief by itself whether valid or not, and whether it represents normalcy or abnormalcy can be important in the etiology of behaviour?

Giving credence to this writer's February 1990 supposition that reverse discrimination may be significant was the one hundred and thirty page report of the Montreal coroner (T. Soucoul) summarized in the Winnipeg Free Press, May 15, 1990. This report discarded the influence of drugs or alcohol, mentioned that he had openly said that he was fighting feminism and, most importantly, for the writer's supposition, indicated that he, Marc Lépine, "had tried and failed to qualify for entrance to the engineering school."

F.L. Marcuse
Department of Psychology
University of Manitoba

As Coordinator of the Western Universities' Employment Equity Network, I was pleased to see the Federal Contractors' Program highlighted in the March 1990 issue of the CAUT Bulletin.

Unfortunately, the article was somewhat dated. In fact three of the five universities have passed their compliance review (Carleton, Manitoba and Ottawa), not just one as indicated by Mariette Blanchette. Therefore the majority of universities which have undergone review are complying with the Federal Contractors' Program. (An organization only becomes eligible for review after it has been awarded a contract.)

In order to pass a compliance review, an organization must meet all 11 of the implementation criteria set out by the Federal Contractors' Program. A university could meet all but one of the criteria and still be found not in compliance.

Most universities are making considerable efforts towards implementing employment equity.

Yours sincerely,

Jane Sharp
Employment Equity Coordinator
Simon Fraser University

The comment in the CAUT Bulletin article, Federal Contractors' Program; a report (March 1990): "The Federal Contractors' Program is not, perhaps, the best solution for implementing employment equity programs" cannot be deduced from the information supplied in this article. The article is discouraging for the universities, many if not all of which are developing employment equity programs with the participation of their faculty associations, to have their programs criticized before they have the time and resources necessary for implementing and evaluating their programs. The Federal Contractors' Program criteria specify short and medium term goals and objectives over a 3 to 5 year period. It is too early to deduce anything about the success of the FCP in getting universities to achieve employment equity.

The article is not correct in stating that the University of Manitoba is not in compliance under the Federal Contractors' Program. The University of Manitoba underwent the first phase of compliance review in May 1988; and submitted an interim report in July of 1989, in which it stated that it would complete its report for the compliance review by January 31, 1990. It did so and the FCP Review Office has found it to be in compliance. Please print a correction.

The article is too full of additional wrong statements to be informative. Among the inaccuracies and out of date details are:

Certification does not mean an institution has submitted an employment equity program. It does mean that the University either has an employment equity program in place or will develop a plan by which it will implement an employment equity program and develop an employment equity workplace. Universities, and other employers falling under the FCP, are not required to report annually to CEIC as are crown corporations and other federally regulated employers. They must submit to a compliance review, if selected, and thus report on their employment equity program or program development.

The status of the other universities is not as presented. Although some universities have been found to be 'not in compliance' at the stage of the initial investigation, they are still eligible to receive federal contracts until the timeframe they are given (up to 12 mos) to get into compliance (i.e., develop a satisfactory workplace to develop an employment equity program) expires. Since some universities are only now undergoing the initial investigation, it's therefore hardly surprising that the second review has not yet been carried out.

The statement that 34 universities are not certified. This includes the 27 universities listed in the article as well as 7 colleges.

At this time, there is no justification for the assertion that universities which have undergone the review are not comply-

ing with their employment equity programs. Only 3 to date have completed the review process; the first, last October.

For the benefit of your membership, please correct this misrepresentation of the status of the Federal Contractors' Program, and specifically the status of those universities, including The University of Manitoba, which are making a sincere effort to achieve employment equity.

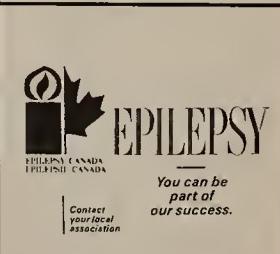
Sincerely,

Dr. E. Eddy, Chair, Employment Equity Implementation Committee, Un. MB. and Head, Department of Physical Therapy

Dr. M.M. Galloway, Employment Equity Officer, Un. MB

Dr. N. Kingsbury, Un. MB. Faculty Association representative, E.E.I.C., Un. MB

As the above correspondence, as well as that published in the May issue, indicates, the Federal Contractors Program is a matter of considerable interest to Canadian Universities. The article published in the March issue was the result of efforts to obtain information from the government concerning the progress of the program which extended over a considerable period of time. The article was based on the information that had been obtained from the Federal Contractors Program at the time it was written. The Bulletin is grateful for the updated information which our correspondents have provided. CAUT's object throughout has been to obtain full disclosure of steps taken to comply with the Federal Contractors Program, preferably by the universities themselves, but if necessary through the federal officials responsible for administering the program. We think that each university should make public its reports to the Federal Contractor Program. Other issues, including the question of whether the program is effective in implementing employment equity, are matters of interpretation and judgement. CAUT and the Bulletin will be continuing to monitor the progress of the program.



In retrospect

When the May, 1990 Council meeting began, delegates were asked to take account of the very full agenda, which provided a year-end review of 1989-90, as well as an opportunity to confirm the planning for several future initiatives to be undertaken by CAUT. As the last session drew to a close two and a half days later, considerable satisfaction could be drawn from the meeting's accomplishments.

First, at the suggestion of the Academic Freedom and Tenure Committee, an important study of Employee Assistance Programs and the degree to which these are successful in assisting faculty and others who experience substance abuse or other mental health difficulties has been initiated. Two other significant studies will also begin this year. Over the next 18 months, an examination of the state of university governance in Canada will be undertaken by three well-qualified, experienced individuals, relying heavily on close consultation and co-operation of local and provincial associations and reporting to the next four meetings of Council. With others interested in the topic, CAUT will also be undertaking a study of part-time faculty across Canada; this project is being developed at Council's urgent instruction.

Approval of two proposals concerning the CAUT office will significantly enhance its vitality and strength. Implementation of recommendations arising from an external appraisal by Canadian Technology Marketing Group of computer architecture, hardware and software in the CAUT office can be expected to improve productivity and enhance office morale in the near future. Similarly, Council's adoption of the document "Staffing CAUT for the '90s" prepared by the CAUT Treasurer, Vic Catano, Vice-president, Bob Kerr and the Acting Executive Secretary, Gord Piché will improve CAUT's ability to co-ordinate its diverse activities and to communicate effectively with many audiences.

A third, very important development at the May 1990 Council meeting was the decisions taken with respect to the Status of Women Committee. Based on the advice of Professors Rebecca Coulter (Western Ontario), Jennie Horncosty (UNB) and Jon Thompson (UNB), these decisions have the effects of clearly re-establishing the Committee and of ensuring it has sufficient resources to function fully. Several women were willing to be nominated for election to this committee, and this is surely a positive development. Having a fully restored, productive committee in the coming year will benefit women

in Canadian universities and CAUT as a whole.

Serving as your President for 1989-90 has provided a unique perspective, and demonstrated to me how much of the full range of this Association's work may not be visible to all of its 25,000 members. CAUT has evolved a relatively complex, multi-faceted structure, which requires a high degree of articulation, co-ordination.

I'd also like to thank all members of the CAUT Executive especially those leaving it this year. Rita Vine (Calgary), Om Kamra (Dalhousie) and Mike Copeland (York) merit our appreciation for their involvement this year, as does Vic Catano (St. Mary's) who worked so diligently on — among other things — the "Staffing for the '90s" document.

From my point of view, serving as CAUT President simply would not have been possible without the full co-operation of CAUT management and staff. The benefit of this was made available to me in every possible way. Without wishing to diminish the work of all CAUT staff, I especially wish to acknowledge: the "lobbying group", Lois MacKenzie, Tim Stutt and Robert Léger; the *Bulletin* staff, Stella Cosentino and Liza Duhaime; and the staff responsible for Council — Colette Deschamps and Nancy Gordon, as well as the Speaker, Fred Wilson (Toronto). Johanne Smith and Louise Caron are also thanked for their work with me throughout the year.

Finally, I also wish to echo the remarks of others at Council concerning the remarkable participation of the Acting Executive Secretary, Gordon Piché, in 1989-90. All of the Executive have been able to rely on him consistently. His counsel, candour and thorough-going professionalism benefited us immensely and CAUT as a whole is indebted to him.

It has been my pleasure to work with so many sincere, dedicated individuals. While I have always known that CAUT could not function without the solid support and effort of member associations and staff at all levels, the 1989-90 year has given me the opportunity to appreciate these truths more deeply.

What accomplishments there were during the last year — and there were quite a few — are accomplishments shared by all of CAUT. In closing, I am sure you will join with me to wish Robert Kerr and Fred Wilson well as CAUT President and Vice-president, respectively, along with the entire Executive for 1990-91.

Pamela J. Smith
Past President

Finance

Continued from page 2

creased federal role in such areas as university research and scholarships while at the same time reducing core funding throughout the EPF transfers by a much larger amount.

The Past President, Pamela Smith,

noted that in the past decade women and native students had begun to attend universities in much larger numbers, recognizing that post-secondary education was an essential vehicle for ensuring their effective participation in Canadian society. Just as this change

See "Finance," page 9

Minister Supports CAUT Proposals

As part of its response to the tragedy in Montreal, CAUT made some proposals to the government about some appropriate actions. The texts of the correspondence between the Minister of Science and the then President, Pamela Smith, are reproduced here.

April 10, 1990

Dear Dr. Winegard:

Enclosed please find a letter recently sent to Mary Collins, Minister Responsible for the Status of Women, in reply to her response concerning suggestions CAUT made to the Prime Minister, following the tragic murder of 14 young women at l'Ecole Polytechnique on December 6, 1989.

Our suggestions to the Prime Minister were that the federal government:

- fund a new program, to be administered by the Natural Sciences and Engineering Research Council, of fourteen scholarships for women in the name of those who were murdered;

- and grant funding to the Social Sciences & Humanities Research Council to create a multidisciplinary network of centres of excellence for research in the area of all violence within the family and violence against women.

As the illustrative enclosed letters indicate these suggestions received prompt support from others in the academic community, including our counterpart organization - the Association of Universities and Colleges of Canada - as well as the presidents of NSERC, Dr. Arthur May, and of SSHRCC, Dr. Paule Leduc.

This material is copied to you to inform you of these developments, and in the sincere hope that your support for the proposals can be relied upon.

Yours sincerely,
Pamela J. Smith
President, CAUT

May 9, 1990

Dear Dr. Smith:

Thank you for your letter of April 10, 1990 informing me of developments relating to the Canadian Association of University Teachers' proposals for Federal Government initiatives in response to the Ecole Polytechnique tragedy.

I am aware that Dr. Leduc and Dr. May have responded positively to your proposals, and can assure you of my own support and efforts to find the funds to implement them.

Yours sincerely,
William C. Winegard
Minister for Science

May 16, 1990

Dear Dr. Winegard:

Thank you for your letter of May 9, 1990 concerning the two proposals CAUT suggested that the federal government consider as responses to the Ecole Polytechnique tragedy in December, 1989.

We are delighted that you have chosen to support these proposals, and are particularly pleased with your assurances about your efforts to secure funding so they will be implemented. As Minister responsible for science policy in Canada, your endorsement will mean a great deal to the university community.

The addition of your voice to those urging the adoption of the proposals will doubtless improve the proposals' prospects for success. Equally important, the fact that the Minister of Science is supporting the SSHRCC proposal will emphasize that violence against women and violence in the family are subjects meriting multidisciplinary, scientific investigation by the academic community in Canada.

Violence lays waste to too many lives in Canada and elsewhere for it to remain a matter of indifference, either within the Canadian research community or elsewhere. Creating a network of centres of excellence on all forms of family violence and violence against women to be administered by SSHRCC will be an important signal of our shared commitment to eradicate all such violence, as will the memorial scholarships to be administered by NSERC. Please accept the sincere expression of appreciation I offer to you on behalf of CAUT for your efforts to foster the implementation of both proposals.

In closing, I would like to advise you that during the CAUT Council meeting on May 11-13, Professor Robert Kerr (Law, University of Windsor) was acclaimed as CAUT President for 1990-91. I expect that you and he will be able to enjoy a positive, constructive relationship while continuing to foster the development of science policy for Canadian universities. For my part, I have appreciated our discussions about the issues raised in this letter and other matters during 1989-90 — including those occasions when we have agreed to disagree.

Yours sincerely, Pamela J. Smith
Past President

New Zealand University reforms Out-Thatcher Thatcher

Last year I wrote an article for the "Bulletin" in which I described the dilemma of living in a country with an elected Labour Government which was determined to introduce sweeping reforms of the New Right.

This year, sadly, I am continuing the theme. A Government in which the Prime Minister and Deputy Prime Minister are both former university teachers and AUTNZ members and in which, for the first time in New Zealand's history the majority of Cabinet members are university graduates, is hell-bent on changing the shape of the university system. The Government has introduced the Education Amendment Bill 1990, the third in a series of sweeping legislative reforms of all aspects of education - from the early childhood sector to the universities.

The latest Bill caused a furor from the outset as it proposed, amongst a host of other objectionable items, to allow the officers of two new quangos (quasi non-government organizations) unprecedented powers of entry to institutions, including the power to demand students' written work and to meet and talk with students. People who obstructed these officials in their duties would be liable to \$1,000 fines.

The Bill also gave the Minister powers that previously had been vested in the University Grants Committee (an independent buffer body which is to be abolished on 30 June 1990). Under the Bill the Minister would be able to determine the composition of University Councils (the Bill decrees that all Councils of tertiary institutions are to have a minimum size of 12, a maximum of 20 members); has the power to make 4 appointment to each Council; can approve, amend or withdraw an institution's charter or impose a charter on an institution; appoint and dismiss members of the Council; and disestablish an institution. The Minister also proposed to give himself the power to direct the Council of an institution not to provide a particular course.

It is pleasing to report that some small victories have been gained. On the day that submissions to the Parliamentary Select Committee closed, the Minister announced that he would be recommending 11 changes to the Bill. Of particular importance were recommendations that the powers of entry of officials referred to above be deleted from the Bill and that the Minister's power to direct the closure of courses be severely restricted to indicate that this would occur only in relation to courses which have significant implications for national resource allocation. Proposals for a new quango called the National Education Qualifications Authority to approve all awards (including university degrees) have also been dropped.

These improvements in the draft Bill have come about as a result of the huge public outcry which occurred in New Zealand. The changes also occurred because of the support which AUTNZ was able to obtain from kindred

organizations in other countries including, I am pleased to say, CAUT. Pamela Smith has written two very good letters to our Prime Minister and the CAUT Council has sent him a strongly-worded telegram.

The heading for this article comes from a letter to the Minister by Diana Warwick, General Secretary of the AUT in the Great Britain:

"Your Government's legislation opens the way to direct political intervention in universities. I know of no precedent for such legislation in any other nation in the free world: it goes far further than anything envisaged by our own Conservative Government in their recent attacks on university autonomy."

The Association is still fighting to retain universities in New Zealand which are equivalent in structural terms to those in Canada and other Commonwealth countries. The Government's New Right management philosophy has meant that universities are to be restructured so that the Vice-Chancellor is all-powerful and must make management decisions free from any outside influence. This factor, coupled with the proposed abolition of the Professional board and the failure to recognise the "university" as a legal entity, leaves us with some formidable obstacles to overcome.

The Minister has legislated for the protection of academic freedom but, in the eyes of the Association, has completely undermined this by placing a number of qualifications on academic freedom. For example, academic freedom is "... to be preserved and enhanced subject to the proper exercise by the chief executives of their functions as employers of the staffs of the institutions..."

The Association has argued that the protection of academic freedom lies in true autonomy. The universities, however, will be under much more direct political and bureaucratic control if this legislation is enacted than at any time since they were restructured into their present form in 1961. Interestingly, in a letter to Pamela Smith, then CAUT President, the Minister of State Services, the Hon. Clive Mathewson, stated that the State Sector Amendment Act of December 1989 strengthens autonomy thus:

"In giving the Chief Executive the normal rights and responsibilities of an employer the Act frees universities from the outside determination of employment conditions to which they have been subject in the past. Further, the Act requires Chief Executives to act independently in employment matters affecting individual employees, as well as making it an offence for anyone to influence them on such matters."

The "level playing field" approach which the Government has adopted in a number of areas in the economy since being first elected in 1984 has been applied to tertiary education. All tertiary institutions are now to be treated the same. Degree-granting universities are to

receive the same funding per equivalent full-time student as non degree-granting polytechnics.

Staff members in our universities are campaigning vigorously to maintain "universities" in New Zealand. We will be reporting on the outcome at an in-

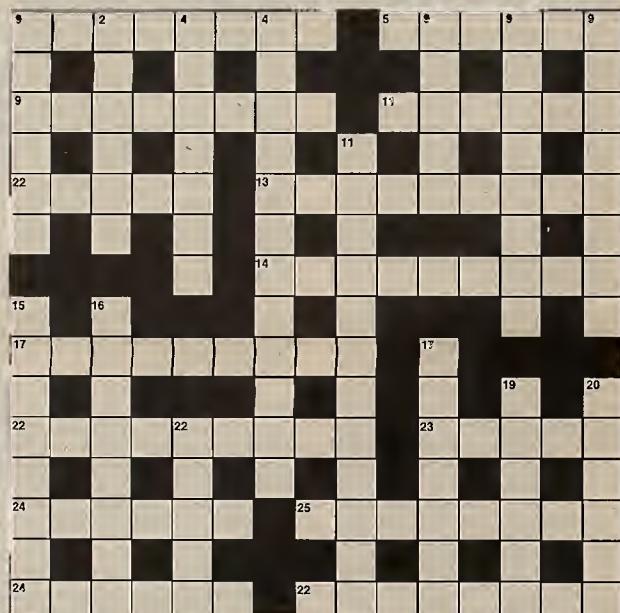
ternational meeting of faculty associations which will be held in Edinburgh in August.

Rob Crozier
Executive Officer
AUTNZ

With your support cancer can be beaten.



Please give.



Across

1. Major defeat for U. (8)
5. Plug he makes for U. (6)
9. Longing for a lady solver. (1,4,3)
10. Judge the french female complexion. (6)
12. Hence model of fungal compound. (6)
13. If bright too then everything is perfect for Carol at sea. (3,2,4)
14. Fingers to count a few? (2,3,4)
17. By the right officer cadet has debts appalling! (9)
21. Composition of atoms after fashionable outlet. (9)
23. I down. Coarse german sausage for secretary. (5,6)
24. Dread female. (6)
25. In parliament these should address one of them. (8)
26. Object to poetry. (6)
27. More traditional appearance for woman than wearing slacks? (2,1,5)

Down

1. See 23 across
2. Stab of pain by example up after a pair. (6)
3. Western racial theorist. (7)
4. "O ice atop moon!" Confused like cuckoo. (12)
6. Posh artists left in the mountains. (5)
7. So fast-from hades? (4,1,3)
8. We hear Atwood's teller was no mechanical creation. (8)
11. Perhaps a 25 this discussion if debate is too formal! (6,2,4)
15. Degree turns into degree at U. (8)
16. Junction right with 26 is way across. (8)
18. The Bard's realm and jewel, which caused springtime nostalgia for another bard. (7)
19. Sorrow when the collective agreement is broken. (6)
20. Fine cloth-ship in by the States. (6)
22. Fish catchers in the south for eggs. (5)

Librarians Conference/Colloque des Bibliothécaires

Le programme ci-dessous touche à une gamme de problèmes urgents pour les universitaires.

PROGRAMME La solidarité universitaire

Le vendredi 23 novembre:
18 h à 20 h Inscription
20 h Le colloque débute par l'allocution de Rita Vine, de Calgary. Il sera suivi d'un bar payant et d'une réception où seront servis des hors-d'œuvre.

Le samedi 24 novembre:

8 h à 10 h Inscription
9 h à 10 h 15 Première séance plénière:

La tâche — Joy Bennett (Concordia)

10 h 15 à 10 h 45 Pause café
10 h 45 à 12 h Deuxième séance plénière:

La recherche — Ashley Thomson (Laurentian) et Loren Singer (Concordia)

12 h à 14 h Pause repas
14 h à 15 h 15 Troisième séance plénière:

Les évaluations: les promotions et la permanence — Dennis Felbel (Manitoba)

15 h 15 à 15 h 45 Pause café
15 h 30 à 16 h 45 Séances simultanées:

La retraite — Ruth Leslie (Windsor)

Le perfectionnement professionnel — Dorothy Milne (Memorial)

L'union des professeurs et des bibliothécaires en une seule unité de négociation — Joyce Lorimer et John McCallum (Wilfrid Laurier)

16 h 45 à 17 h Résumé des séances simultanées

17 h Ajournement

Le dimanche 25 novembre:
9 h à 10 h 15 Séances simultanées:

Les questions reliées aux sexes — à déterminer

Questions actuelles — Sharon Henry, directrice générale, CLA.
L'état d'universitaire et de professeur — Eileen Goltz (Laurentian)

10 h 15 à 10 h 30 Résumé des séances simultanées

10 h 30 à 11 h pause café
11 h à 12 h Quatrième séance plénière

Un rapport sur les questions découlant du colloque — John Murchie (NSCAD)
12 h Fin du colloque

Il y aura une période de questions et de discussion à chacune des séances plénaires et simultanées

The programme which follows covers a wide range of pressing concerns to academic staff members.

PROGRAMME The Academic Partnership

Friday, November 23:
6:00 to 8:00 p.m. Registration,
8:00 p.m. The Conference opens with an address by Rita Vine of Calgary, followed by a cash bar and a reception at which finger foods will be provided.

Saturday, November 24:
8:00 to 10:00 a.m. Registration,
9:00 to 10:15 a.m. First Plenary Session:

Workload — Joy Bennett (Concordia).

10:15 to 10:45 a.m. Coffee.
10:45 to 12:00 a.m. Second Plenary Session:

Research — Ashley Thomson (Laurentian) and Loren Singer (Concordia)

12:00 to 2:00 p.m. Lunch Break.
2:00 to 3:15 p.m. Third Plenary Session:

Evaluations: Promotions and Tenure — Dennis Felbel (Manitoba).

3:15 to 3:30 p.m. Coffee.
3:30 to 4:45 p.m. Concurrent Sessions:

Retirement — Ruth Leslie (Windsor)

Professional Development — Dorothy Milne (Memorial).

The Merging of Faculty and Librarians in a Single Bargaining Unit — Joyce Lorimer and John McCallum,

(Wilfrid Laurier).
4:45 to 5:00 p.m. Wrap-up of Concurrent Sessions.

5:00 p.m. Adjourn for the day.
Sunday, November 25:
9:00 to 10:15 a.m. Concurrent Sessions:

Gender Issues — T.B.A.
Current Issues — Sharon Henry, Executive Director, CLA.

Academic and Faculty Status — Eileen Goltz (Laurentian).

10:15 to 10:30 a.m. Wrap-up of Concurrent Sessions.

10:30 to 11:00 a.m. Coffee Break
11:00 to 12:00 p.m. Fourth Plenary Session:

A Report on Issues Emerging from the Conference — John Murchie (NSCAD).

12:00 noon The Conference Closes.

There will be time for questions and discussion during each of the plenary and concurrent sessions

LA SOLIDARITÉ UNIVERSITAIRE UN COLLOQUE ORGANISÉ PAR LE COMITÉ DES BIBLIOTHÉCAIRES DE L'ACPU

du 23 au 25 novembre 1990
à l'hôtel Westin d'Ottawa

Inscription:

100,00 \$ par personne jusqu'au 15 octobre.

125,00 \$ par personne après le 15 octobre.

Les droits d'inscription sont réduits si deux personnes ou plus d'un même établissement d'enseignement s'inscrivent au colloque. Les droits seront de 75,00 \$ pour chaque délégué jusqu'au 15 octobre et de 100,00 \$ chacun après cette date.

Prière d'envoyer les inscriptions à l'adresse suivante:

La solidarité universitaire
a/s ACPU

294, rue Albert, bureau 308
Ottawa (Ontario) K1P 6E6

A l'attention de Lynn Braun

Hébergement:

Chambre simple ou double à l'hôtel Westin: 105,00 \$ par soir. Le partage d'une chambre réduit les dépenses.

Repas:

Les délégués assumment leurs frais de repas. De l'hôtel, une porte intérieure permet l'accès direct au Centre Rideau, un grand centre commercial, où l'on trouve de nombreux restaurants. En outre, nous fournissons une liste des restaurants de l'hôtel ou situés près de l'hôtel.

Services de traduction:

L'interprétation simultanée sera assurée à toutes les séances plénaires.

Comptoir d'inscription:

Le comptoir sera ouvert de 18 h à 20 h le vendredi 23 novembre et de 8 h à 10 h le samedi 24 novembre.

THE ACADEMIC PARTNERSHIP A CONFERENCE PRESENTED BY THE CAUT LIBRARIANS COMMITTEE

November 23-25, 1990
At the Westin Hotel, Ottawa

Registration:

\$100.00 per person until October 15.

\$125.00 per person after October 15.

A reduced registration fee will be available when two or more people register from the same institution. This will be \$75.00 for each registrant until October 15 and \$100.00 for each after October 15.

Mail Registrations to:

The Academic Partnership,
c/o CAUT

294 Albert Street, Suite 308,
Ottawa, Ontario, K1P 6E6,
Attention: Lynn Braun.

Accommodation:

Single or double occupancy at the Westin Hotel — \$105.00 per night. Sharing a room would reduce expenses.

Meals:

Delegates will be responsible for their own meals. There is direct indoor access from the Westin Hotel to the Rideau Centre (a large shopping mall), where there are many restaurants. As well, a list of eating places in and near the hotel will be provided.

Translation Services:

Simultaneous translation will be provided for all plenary sessions.

Registration Desk:

Open 6:00 to 8:00 p.m., Friday, November 23, and 8:00 to 10:00 a.m. Saturday, November 24.

the CAUT delegation. The tenor of this questioning indicated that the Conservatives were not very interested in considering the points raised in CAUT's Brief. They suggested that there were too many students, not enough engineers and, in any event, this was a purely fiscal exercise with the provinces with presumably no impact on universities. They stated that past promises had to be altered to meet reality and that the federal government had to reduce the debt. Chris Axworthy (Saskatoon-Clark's Crossing), the NDP critic, strongly supported the CAUT position while Diane Marleau (Sudbury), one of the Liberal representatives, expressed the fear that the EPF cuts would ultimately result in significant increases in fees.

Finance Continued from page 7

was beginning to pay off, the federal government decided to reduce its commitment by \$3.1 billion over five years.

The Executive Secretary, Donald Savage, noted that there was a direct connection between research funding and EPF. Neither the granting agencies nor the new centres of excellence paid the indirect costs of research. These were supposed to be paid out of the core funding provided by EPF. As that core funding goes down, it will be harder and harder for universities to undertake the research that the federal keeps telling it to do.

The Progressive Conservatives engaged in some testy cross-examination of

Decisions**Continued from page 3**

for determining EPF entitlements (for both health and PSE) is that of the Minister of Finance.

Federal funding for health and PSE is considerable: \$18.7 billion 1988-89; federal funding is expected to reach about \$19.7 billion 1989-90, up from \$14.6 billion 1984-85.

This funding is growing at a rate of about 5% annually - which compares favourably with many other areas of federal spending. The federal government is doing a great deal to fund PSE and health in times of continuing restraint. (*CAUT Bulletin*, November 1988)

Although more of an affirmation than a commitment, this statement certainly left the impression that the government would continue EPF and the escalator — and we believe this was the impression that was intended.

More importantly, there is a question of legal commitments. EPF funding was the result of extended negotiations with provinces during the 1970's. These arrangements were incorporated into law which is why Parliament is now dealing with legislation in order to implement the freeze of the escalator. Such a commitment is not unlike that which is leading two provinces to launch legal action against the federal government over the proposed cap on federal contributions to the Canada Assistance Plan.

While the EPF arrangements established in 1977 were not necessarily intended to last forever, it was surely the expectation of everyone involved that future revision of these arrangements would be the subject of renegotiation with the provinces. Therefore, the federal government's unilateral reductions to the escalator breach its commitments to the provincial governments, as well as to the university community.

While the federal government is fond of pointing to the provinces as culprits because they have not always kept their contributions to post-secondary education in pace with those of the federal government, that is what the federal government agreed to allow in 1977. CAUT has long argued that, if the federal government is unhappy with the provinces' record, the federal government should address the matter, and not cut the federal contribution for fiscal reasons unrelated to the issues of post-secondary education.

It is not as though this problem is beyond the federal government's capacity to address — it can and CAUT has urged that it should since 1985. In fact, we've gone so far as to propose one means of accomplishing this. CAUT has supported adoption of a Post-Secondary Education Finance Act requiring that EPF funding for post secondary education be devoted to that purpose and offering incentives to the provinces to increase their contribution.

As was to be expected, the PC members on the Finance Committee drew attention to the size of the federal debt and the resulting interest cost borne by the federal government, amounting to approximately 1/3 of annual current expenditure. It is pertinent to ask why,

if the EPF reduction is merely a changed decision — not a broken commitment — the federal government does not reduce its expenditures by changing its decision to expend 1/3 of its budget on interest payments.

Before I am chided for heresy, I hasten to add that I am not seriously suggesting that the federal government should simply legislate a reduction of its obligations to pay interest on its debt in the same way that it is legislating a reduction in its funding of EPF. What is *a propos*, however, is that there are many reasons why a reduction in interest rates at this time might be entirely appropriate, quite apart from the fiscal implications for the federal government.

In light of the attitude of the present federal government, it is timely to consider whether there are new alternatives we should be pursuing — either in terms of lobbying strategy or actual policy — to secure adequate funding for post-secondary education in the future. This is one of the challenges which CAUT faces in the year ahead.

décisions**Suite de la page 3**

La plus grande partie de l'aide financière du gouvernement fédéral aux fins de l'éducation postsecondaire (EPS) et des soins de santé est fournie au moyen de transferts fiscaux aux provinces et aux gouvernements territoriaux. Ces transferts sont établis d'après un système connu sous le nom de "Financement des programmes établis (FPE)" et le ministère des Finances a la responsabilité de fixer les versements du FPE (pour les soins de santé aussi bien que l'EPS).

Le financement fédéral en matière de soins de santé et d'EPS est considérable: 18,7 milliards de dollars en 1988-1989. On s'attend à ce qu'il passe à environ 19,7 milliards de dollars en 1989-1990, de 14,6 milliards de dollars qu'il était en 1984-1985.

Le taux de croissance de ce financement est d'environ 5 % par an - ce qui se compare favorablement à celui de plusieurs autres domaines des dépenses fédérales. Le gouvernement fédéral fait beaucoup pour financer l'EPS et les soins de santé en période de contraintes budgétaires continues. (*Bulletin* de l'ACPU, novembre 1988)

Bien qu'il s'agisse là plus d'une affirmation que d'un engagement, la déclaration des Conservateurs a néanmoins donné l'impression que le gouvernement maintiendrait le FPE et le facteur de progression. Nous croyons que cette impression était intentionnelle.

Il y a aussi la question d'engagements juridiques, ce qui est plus important. Le financement du FPE était le fruit d'intenses négociations avec les provinces pendant les années 1970. Ces ententes ont été incorporées dans une loi ce qui explique pourquoi le parlement étudie présentement un projet de loi pour mettre en oeuvre le gel du facteur de progression. Cet engagement rappelle ce qui a amené deux provinces à entreprendre des procédures judiciaires contre le gouvernement fédéral au sujet du projet de limiter les contributions fédérales au Régime d'assistance publique du

Canada.

Bien que l'on ne visait pas à faire durer éternellement l'entente du FPE conclue en 1977, chacun s'attendait certes à ce qu'une révision future de la dite entente soit renégociée avec les provinces. Par conséquent, la décision du gouvernement fédéral de réduire unilatéralement le facteur de progression rompt les engagements qu'il avait pris envers les gouvernements provinciaux ainsi qu'envers la collectivité universitaire.

Le gouvernement fédéral, néanmoins, se fait fort de traiter les provinces de coupables parce qu'elles n'ont pas toujours contribué à l'enseignement postsecondaire au même rythme que le gouvernement fédéral. C'est pourtant ce que ce dernier avait accepté en 1977. Depuis longtemps, l'ACPU prétend que si le gouvernement fédéral est insatisfait de la conduite des provinces, il devrait s'occuper de la question et non de réduire ses contributions pour des motifs fiscaux qui n'ont rien à voir avec le problème de l'enseignement postsecondaire.

Ce n'est pas comme si le gouvernement fédéral était incapable de régler le problème. Il peut le faire et l'ACPU l'exhorte à agir depuis 1985. De fait, nous sommes même allés jusqu'à lui proposer les moyens pour y arriver. En effet, l'ACPU a appuyé l'adoption d'une loi sur le financement de l'enseignement postsecondaire exigeant que les crédits du FPE au titre de l'enseignement postsecondaire servent à cette fin et offrant aux provinces des stimulants pour augmenter leur apport.

Comme il fallait s'y attendre, les membres conservateurs du Comité des finances ont attiré l'attention sur l'importance de la dette du gouvernement fédéral et sur les frais d'intérêts qu'il doit assumer, lesquels s'élèvent à environ un tiers des dépenses annuelles actuelles. Si la réduction du FPE n'est qu'une décision modifiée, et non un engagement rompu, il est donc pertinent de se demander pourquoi le gouvernement fédéral ne réduit pas ses dépenses en modifiant sa décision de consacrer un tiers de son budget au paiement des intérêts.

Avant de me faire traiter d'hérétique, je m'empresse d'ajouter que je ne propose pas sérieusement que le gouvernement fédéral doive simplement légitérer pour réduire ses obligations de verser les intérêts sur la dette comme il est en train de le faire pour diminuer sa contribution financière aux paiements de transfert. Il est fort à propos, cependant, d'affirmer que de nombreuses raisons expliquent pourquoi il serait tout à fait approprié de réduire les taux d'intérêt à ce moment-ci, indépendamment des conséquences fiscales pour le gouvernement fédéral.

Compte tenu de l'attitude actuelle du gouvernement fédéral, il est opportun de se demander si nous devrions chercher d'autres solutions nouvelles, que ce soit en matière de stratégies de lobbying ou de politique comme telle, pour obtenir un financement suffisant de l'enseignement postsecondaire à l'avenir. Voilà l'un des défis que l'ACPU devra relever au cours de la prochaine année.

Organization of Emeriti

Retired members of faculty at UBC have established a Professors' Emeriti Division with the help of the UBC Alumni Association. Apart from social meetings continuing problems of retired faculty and librarians are handled by an Executive which meets regularly.

The Division has several purposes and functions: the social meetings provide interaction with former colleagues; as a "pressure group", its first project of asking the University Administration to create a dental-medical-insurance plan for retired faculty has been successful; a request for group research and study space on campus is in the final discussion stage; future plans include asking the Administration to change or modify the regulation which prevents retired faculty from

teaching on even a part-time basis two years after retirement.

The membership is now more than 260 persons, which is a majority of the faculty who have retired in the past ten years.

There is a similar group at the University of Alberta, with which the UBC organization has been in correspondence. They would like to know if there are any other such groups at Canadian universities; or if there are groups of retirees considering setting one up. Individuals who have relevant information should contact the CAUT office - to the attention of Don Savage - or write directly to:

J. Lewis Robinson, President
Professors' Emeriti Division
UBC Alumni Association
6251 Cecil Green Park Road
Vancouver, British Columbia
V6T 1W5

CORRECTION NOTICE

Notice to CAUT Members, re: Auto and Homeowners Insurance. The recent reminder card sent to you has an incorrect WATTS telephone number for GROUP SERVICES for area codes 416, 519, 613, and 705. The correct number should be 1-800-268-3494. All other phone numbers are correct.

FOR RENT

Central Toronto luxury furnished townhome, tor comprising academic year (flexible), \$1,900. Three bedrooms, subway, parking, (416) 485-9032, (705) 755-2905.

Travel Inexpensively in France

Canadian sabahlican in France staying 1981 Volswagen Westfalia Camper-Van in excellent condition. Pick-up: Sleeps four people. Price: \$1,000 per week. Pick-up locations in Europe negotiable. Contact: A.S.A.P., Prof. Iain Munro, Chemin du Mont Lavey, 60300 Nîmes, France (until July 15). Fax (33) 93 01 98 69. Telephone (33) 93 76 66 87.

UNIVERSITÉ D'OTTAWA**Linguistique**

Poste de chercheur/chercheuse (10 mois, non renouvelable) dans le domaine de la théorie GB. Collaboration à une recherche sur les constructions wh et à la suite duquel deux ou trois postes de bourses d'ancien et de moyen français. Qualifications : doctorat en linguistique, expertise dans la théorie GB, intérêt démontré pour les domaines cités, compétence en français et bonne connaissance de la littérature. Salaire : \$24,000. Envoyer cv et tout document pertinent au P. Hirschbühler, Dépt. de Linguistique, U. d'Ottawa, Ottawa, Ontario, K1N 5N5; Tél. : (613) 562-6480. Adresse électronique : PHHAF@UOttawa.ca.

UNIVERSITY OF SHERBROOKE
Faculty of Medicine
Department of Physiology and Biophysics

Applications are invited for a term position with the possibility of renewal and eventual tenure track. Rank to be determined according to qualifications. This appointment is contingent on the applicant being successful in obtaining a Medical Research Council of Canada or equivalent Scholarship. Temporary appointment is available for those who do not qualify for a scholarship if obtained. A Ph.D. and/or M.D. degree, a minimum of 2 years of postdoctoral experience, and a good record of research activities are essential. Successful candidates will be required to develop their own research program in general and undergraduate teaching in an integrated medical curriculum. Current research fields in the department include: general electrophysiology, ionic channels involved in cardiac and smooth muscle function, membrane channels associated with excitation-contraction coupling; intracellular calcium regulation; nervous control of urinary bladder; mathematical analysis of the electrocardiogram; isolation and reconstitution of ionic channels from intracellular membranes; and molecular cloning of c-fos and c-jun. Candidates should send three copies of their curriculum vitae and three letters of recommendation sent to: Dr. Eline Ruiz Petrich, Professor and Head, Department of Physiology and Biophysics, University of Sherbrooke, CHUS, Sherbrooke, Québec J1H 5N4. Because of the language encouraged to apply, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**Research Associate
in
Forest Tree Improvement**

Responsibilities — The principal responsibility will be to provide technical support in statistics and quantitative genetics for construction of a series of studies on patterns of individual variation in wood density and on a study of risk and benefit from provenance transfer of seed. In addition, statistical and computer counseling for students may be required.

Qualifications — M.S. or Ph.D. degree with one college/university degree in forestry, extensive course work in applied and theoretical statistics including probability and multivariate analysis, and familiarity with SAS. Programming experience is desirable.

Conditions — Position is for one year only, starting mid-August 1990. Salary will be commensurate with qualifications.

Equal Opportunities — Qualified female and male applicants, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The position is subject to final budgetary approval. Closing date is mid-July. Send resumes and names of three references to:



Donald T. Lester
Faculty of Forestry
270-2357 Main Mall
University of British Columbia
Vancouver, B.C.
V6T 1Z6

Le plus grand établissement universitaire de formation d'ingénieurs au Canada

**Professeur(e)s,
génie
industriel**

Conformément aux lois sur l'immigration, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. Nous offrons des chances d'emploi égales à tous.

Les dossiers de candidature, avec curriculum vitae et références, doivent parvenir avant le 15 juillet 1990 à l'adresse suivante :

Directeur
Dép. de génie industriel
École Polytechnique
C.P. 6079, succ. A
Montréal (Québec)
H3C 3A7

Le Département de génie industriel de l'École Polytechnique est à la recherche de candidat(e)s pour combler des postes de professeur(e) en productique.

Fonction

À titre de professeur(e), les personnes choisies seront appelées à participer à l'enseignement à tous les niveaux d'études.

Elles devront également participer aux activités de recherche du département dans l'un des deux domaines prioritaires suivants :

- Les méthodes de conception de systèmes de production (ateliers et cellules flexibles, postes de travail automatisés)
- Les méthodologies d'intégration de flux d'information et de matières

Exigences

- Doctorat (Ph.D.) en génie industriel avec spécialisation en systèmes intégrés de fabrication.
- Expérience de RD reconnue selon les normes des organismes de subvention de recherche.

- Une expérience en industrie serait un atout important.

La langue de travail est le français.

Le traitement et les avantages sociaux seront déterminés conformément aux normes en vigueur à l'École Polytechnique.

INSTITUT D'ÉTUDES PÉDAGOGIQUES DE L'ONTARIO
DIRECTEUR (TRICE) - Centre de recherches en éducation du Nord de l'Ontario (CRENO)

Le Centre de recherches en éducation du Nord de l'Ontario (CRENO) invite les personnes intéressées à poser leur candidature au poste de directeur (trice). La personne choisie occupera un poste de professeur du carrière au CRENED, Son salaire sera déterminé en fonction de ses compétences et de son expérience.

Les programmes du CRENED visent surtout à l'amélioration planifiée de l'éducation. Pour atteindre cet objectif, on met en préface des procédures tirées d'expériences sur le terrain qui aideront le personnel des écoles à poursuivre une stratégie de changement planifié qui comprend trois étapes : préciser les objectifs des programmes d'études, élaborer des programmes d'études qui relèvent ces objectifs et, finalement, mettre en œuvre ces nouveaux programmes.

La personne recherchée doit détenir un doctorat en éducation et être parfaitement bilingue. Il doit aussi pouvoir enseigner aux cycles secondaires et avoir développé sa capacité à utiliser les procédures tirées à partir de la théorie et de la pratique. Bien sûr aucun diplôme en éducation n'est nécessaire pour ce poste, on s'attend à ce que la personne choisisse de faire des recherches et rédiger des textes savants sur l'amélioration planifiée de l'éducation. Par ailleurs, il est essentiel qu'elle puisse créer des liens avec des éducateurs et éducateurs de la région, tant francophones qu'anglophones, et maintenir avec eux des relations de travail productives.

Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

La personne choisie pourra entrer en fonction immédiatement. Les personnes intéressées doivent soumettre leur candidature, accompagnée de leur curriculum vitae à jour, avec le nom de trois (3) répondant(s) ou plus, au plus tard le 31 juillet 1990, à l'adresse suivante :

Dr Angela Hildyard
Directrice adjointe
Recherche et développement régional
Institut d'études pédagogiques de l'Ontario
252, rue Bloor Street
Toronto (Ontario) MSS 1V6

INSTITUT D'ÉTUDES PÉDAGOGIQUES DE L'ONTARIO
DIRECTEUR (TRICE) - Centre régional d'Ottawa

Le Centre régional d'Ottawa invite les personnes intéressées à poser leur candidature au poste de directeur (trice). La personne choisie occupera un poste de professeur de carrière au Centre régional d'Ottawa. Son salaire sera déterminé en fonction de ses compétences et de son expérience.

Le Centre offre des ressources à tous les conseils scolaires de l'Est de l'Ontario, en accordant une importance particulière à l'éducation de langue française, notamment compte tenu de l'établissement du nouveau conseil scolaire de la région d'Ottawa-Carleton. Les membres du Centre travaillent en collaboration avec le Bureau régional, la Direction des services d'évaluation et la Direction des programmes scolaires du ministère de l'Éducation.

La personne recherchée doit détenir un doctorat en éducation. Il est aussi essentiel que le candidat ou la candidate fait ses preuves en recherche, possède parfaitement le français et l'anglais, et puisse intégrer théorique et pratique dans les publications savantes aussi bien qu'en milieu scolaire. Il est en outre préférable de bien connaître l'éducation de langue française en Ontario. Aucun domaine de spécialisation n'est exigé mais un intérêt particulier en ce qui concerne les programmes scolaires, l'évaluation ou la gestion scolaire est souhaitable.

Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

La personne choisie pourra entrer en fonction immédiatement. Les personnes intéressées doivent soumettre leur candidature, accompagnée de leur curriculum vitae à jour, avec le nom de trois (3) répondant(s) ou plus, au plus tard le 31 juillet 1990, à l'adresse suivante :

Dr Angela Hildyard
Directrice adjointe
Recherche et développement régional
Institut d'études pédagogiques de l'Ontario
252, rue Bloor Street
Toronto (Ontario) MSS 1V6

**Rush hour in Mapungwa.**

The traffic won't challenge you in Mapungwa, Zimbabwe. But a job with CUSO will.

CUSO offers you the chance of a lifetime. Two years living in another culture and an opportunity to work with others who are striving to improve their lives. It's hard work, but rewarding.

We need someone special. Someone who wants more than 9 to 5. Someone willing to try something different.

The person we're looking for has skills and experience and can live on a modest salary. Are you an educator in the field of health, business, agriculture, communications, engineering, education or forestry?

Join other Canadians working in the Third World. Join the CUSO team. For further information please send your résumé to: CUSO DE-4, 135 Rideau Street, Ottawa, Ontario, K1N 9K7





THE UNIVERSITY OF BRITISH COLUMBIA
DEAN
FACULTY OF COMMERCE AND
BUSINESS ADMINISTRATION

The University of British Columbia seeks applications and nominations for an individual with energy, vision, and creative leadership abilities for the position of Dean of the Faculty of Commerce and Business Administration, to take office July 1, 1991 or earlier.

The Faculty includes more than 80 full time faculty members in 3 divisions that offer B.Com., M.Sc., M.B.A. and Ph.D. degrees. In addition, a wide range of continuing education programs are offered. A new \$6 million Management Research Centre is soon to be constructed adjacent to the present building. The Faculty is deeply committed to both research and teaching.

The successful candidate will be an internationally recognized scholar with proven administrative ability. The Dean will have demonstrated a dedication to excellence in research and teaching and will provide dynamic leadership within the Faculty. He or she will also be involved in the University's general academic leadership and in some aspects of community and government activities. The Dean will hold an academic position as a professor. Salary will be commensurate with qualifications.

The President's Advisory Committee for the Selection of a New Dean for the Faculty of Commerce and Business Administration is concerned about the under-representation of women in administration and wishes to encourage applications from qualified women.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Applications and nominations, accompanied by a detailed curriculum vitae and the names of three referees, should be directed to Daniel R. Birch, Vice President Academic and Provost, The University of British Columbia, 6328 Memorial Road, Vancouver, B.C. V6T 2B3, no later than July 15, 1990.



THE UNIVERSITY OF MANITOBA
LIBRARIES

Invites Applications for Two Positions

HEAD, SCIENCE LIBRARY

Reporting to the Director of Libraries, the successful candidate will be responsible for the overall operation of the Library in all its aspects, including administration of the facilities, policy formulation, collection development, budget preparation and control, physical facilities planning, library user services, supervision of staff and staff development.

QUALIFICATIONS: An ALA accredited library degree and an undergraduate degree in a related field. Significant experience at a professional level, preferably at an academic institution. Demonstrated management skills. Knowledge of academic library public services, automated systems and collection development are also required. Personal qualifications of judgement, initiative and resourcefulness; the proven ability to work with staff and users at all levels. The successful candidate is expected to show evidence of participation in professional development and other relevant professional activities.

RANKS AND SALARY RANGES: Commensurate with qualifications and experience.

Assistant Librarian: \$29,031-\$50,508

Associate Librarian: \$36,459-\$63,432

In addition, this Department Head position carries a stipend of \$2,768 per annum. This position has a two year probationary period.

EFFECTIVE DATE: January 1, 1991.

HEAD, SLAVIC COLLECTION SECTION

Reporting to the Head, Elizabeth Dotoe Library, the successful candidate will be responsible for the overall policies and operations of the Section in all its aspects, including collection development, cataloging and classification of the collection, budget preparation and control, library user services, supervision of staff and staff development.

QUALIFICATIONS: An ALA accredited library degree and an undergraduate degree in the area of Slavic and East European Studies; a Master's degree in the requisite subject field is preferred. In addition to English, fluency in Russian and/or Ukrainian and competence in one or other Slavic languages is essential. Significant experience at a professional level, preferably at an academic institution; some experience in any library setting dealing with Slavic bibliographies. Demonstrated management skills, knowledge of academic public services, automated systems and collection development are also required. Personal qualifications of judgement, initiative and resourcefulness; the proven ability to work with staff and users at all levels. The successful candidate is expected to show evidence of participation in professional development and other relevant professional activities.

RANKS AND SALARY RANGES: Commensurate with qualifications and experience.

Assistant Librarian: \$29,031-\$50,508

Associate Librarian: \$36,459-\$63,432

In addition, this Section Head position carries a stipend of \$914 per annum. This position has a two year probationary period.

EFFECTIVE DATE: January 1, 1991.

Librarians enjoy academic status and are appointed to one of the four ranks. General, Assistant, Associate and Librarian, with the possibility of promotion. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications, including a curriculum vitae and the names of three referees, should be submitted by JULY 9, 1990 to:

Director of Libraries

The University of Manitoba Libraries
 156 Elizabeth Dotoe Library
 Winnipeg, MB R3T 2N2



The University of Manitoba
RESEARCH ASSOCIATE

The University of Manitoba anticipates research associate positions will be available in the following fields: Supercritical fluid separation systems for food process engineering; Interdisciplinary crop storage research (engineering, entomology, mycology, mathematical modelling, expert systems, meteorology); plant molecular genetics, molecular biology plant development, molecular biology of plant stress; Isolation of DNA from plant cells, use of restriction enzymes to perform RFLP analysis and in-situ hybridization, to identify genetic differences between canola rapeseed lines; Formal health services utilization among the elderly; Numerical computation of electromagnetic fields due to AC and DC power lines; Concrete material; Thermo-mechanical processes in engineered clay barriers; nonlinear poroelasticity; computer algebra applications in mechanics; boundary integral equation methods; soil-structure interaction; Rheological properties of soil and ice; Applied electromagnetics and antennas; Alcohol and drug use in the family, child care; Lipid metabolism, anti-nutritional factors in foods, dietary methodology, food quality of legumes; Pharmaceutical chemistry, pharmacokinetics, drug metabolism, steroid chemistry, pharmaceuticals, pharmaceutical technology; Thyroid hormone metabolism in fish; Theoretical condensed matter physics, low and intermediate energy subatomic physics, mass spectroscopy, condensed matter physics, optical spectroscopy; Fermentation technology of animal cells; Chemistry.

Normally all positions require a Ph.D. and relevant experience. The University encourages both women and men to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is July 31, 1990. Applications, including curriculum vita, bibliography and names of referees, should be sent to Mrs. Jeen Zushman, Executive Assistant to the Vice-President (Academic), The University of Manitoba, Winnipeg, R3T 2N2.



The University of Manitoba
Department of Agricultural
Economics and Farm Management

ASSISTANT PROFESSORS

The Department of Agricultural Economics and Farm Management invites applications for two tenure-track positions at the Assistant Professor level in the areas of: (1) environmental and resource economics and (2) agribusiness, marketing and agricultural development. Qualifications include a Ph.D. in Agricultural Economics or Economics. Demonstrated competence in teaching and research is desirable as well as familiarity with micro-computer instructional techniques. Some knowledge of Canadian agriculture is desirable.

Successful applicants would be expected to teach in diploma, undergraduate and graduate programs as well as develop research and public service programs individually and in cooperation with academic staff in Agricultural Economics and other disciplines.

Salary is commensurate with training and experience. Both women and men are encouraged to apply. In accordance with Canada Immigration, priority will be given to Canadian citizens or permanent residents. The appointments will be effective September 1, 1990 and are subject to budgetary approval.

Please send enquiries and applications to: DR. J.A. MacMILLAN, HEAD, DEPARTMENT OF AGRICULTURAL ECONOMICS AND FARM MANAGEMENT, 405 AGRICULTURE BUILDING, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2. Closing date for applications is August 1, 1990.



University of Alberta
Edmonton

Professeur(e) Adjoint(e) en
Linguistique Appliquée
Faculté Saint-Jean

La Faculté Saint-Jean sollicite des candidatures au poste de professeur(e) adjoint(e) en linguistique appliquée.

Tâches: Offrir des cours de linguistique, de phonétique corrective, de grammaire avancée et de langue à des étudiant(e)s dont, en général, le français est la langue seconde. La personne aura aussi la responsabilité de coordonner les cours de français de la filière intermédiaire.

Qualifications: Doctorat (ou l'équivalent) et de l'expérience dans l'enseignement des langues. Ce poste ouvre la voie à la permanence. La personne sélectionnée entrera en fonction si possible le 15 août 1990. Le traitement varie de 34 970\$ à 45 352\$ (échelle 89-90) en fonction de la formation et de l'expérience.

Faculté de langue française, la Faculté Saint-Jean offre des diplômes de B.A., de B.Sc., et de B.Ed.

Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s.

Toute candidature doit comporter un curriculum vitae détaillé avec les noms de trois répondants et doit être transmise au plus tard le 30 juin 1990 à l'adresse suivante:

E.V. Blackburn, Vice-Doyen
Faculté Saint-Jean

University of Alberta
 8406, rue Marie-Anne Gaboury

Edmonton, Alberta T6C 4G9

University of Alberta adhère activement au principe de l'équité en matière d'emploi.

Raptor Technician

Required by the University of Alberta, Department of Zoology to work on population ecology of northern raptors. The successful candidate will become part of a large research team studying the ecological organization of the boreal forest in the southwestern Yukon. The incumbent would live full-time in an isolated field camp.

Duties include: Population censuses, nest location, radio tagging, and radio location of great horned owls, goshawks, and harlan's hawks. Construction and operation of radio tags and telemetry equipment. Maintenance and operation of trucks and snowmobiles. Live trapping of small mammal populations and preparation of monthly reports.

Applicants must have 2-3 years' experience with raptors in northern boreal forest conditions, experience working in northern isolated field conditions, good mechanical skills, a thorough knowledge of telemetry equipment and operation, including the ability to construct transmitters and knowledge of computer home range programs and Dbase.

The position will commence January 1, 1991.

Salary Range: \$1,800 - \$2,200 per month (grant/research funded) supplemented by a comprehensive benefits program.

Application deadline is July 31, 1990. Please direct applications to:

Dr. Stan Boutin
Department of Zoology,
University of Alberta
 Edmonton, Alberta T6G 2E9

The University of Alberta is committed to the principle of equity in employment.



University of Alberta
Edmonton

Vice-President, Academic

Located in the town of Athabasca, Alberta, Athabasca University is an open University specializing in distance education. The University also has regional offices in Edmonton, Calgary, and Fort McMurray. The town's proximity to Edmonton gives its residents all the advantages of a modern urban centre, which is located 130 kilometers away.

Athabasca University is undergoing significant expansion and growth both in terms of enrollment and degree programmes. Currently, the University offers five degree programmes (B.A., B. Admin., B.G.S., B. Comm.) through three Faculties (Science, Arts, Administrative Studies), several university certificate programmes, and a range of non-credit offerings. Plans are in progress for a new Bachelor of Science programme and for post-graduate studies. The University also has extensive and growing linkages and projects in international education.

The Vice-President Academic, reporting to the President, will possess:

- Demonstrable leadership skills in strategic planning, curriculum development, faculty development, and student support services
- A strong record of and commitment to research, scholarship and academic excellence
- Expertise, interest and experience in innovative approaches to open University education
- Superior management and problem-solving skills

This position requires a person with a high level of energy and vision who enjoys the challenges of managing growth, development, and change.

Closing Date: July 15, 1990

Term: Five Year Renewable, commencing January 01, 1991, or earlier.

Please forward your curriculum vitae with references, or for an information package, please contact:

Mr. Brian Gazley, Director, Human Resources
Athabasca University, Box 10,000, Athabasca, Alberta T0G 2R0

Athabasca University



University of Alberta
Edmonton

Assistant Professor Department of Linguistics

The Department of Linguistics at the University of Alberta invites applications for a tenure-track position at the Assistant Professor level, effective 1 September 1990. Salary Range: \$34,970 - \$51,434.

Applicants are expected to have completed the PhD by the date of appointment. Primary specialization: syntax; secondary specialization in a related empirically-based area (e.g., cognitive grammar, language acquisition, discourse, etc.). An established research focus and commitment to excellent graduate and undergraduate teaching are required. The Department specializes in the empirical study of language (psycholinguistics, discourse analysis, experimental phonetics and phonology).

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Please send a letter of application, curriculum vitae, representative publications, and the names of three referees, by 15 July 1990, to:

The Chair
Department of Linguistics
4-32 Assiniboia Hall
University of Alberta
Edmonton, Alberta T6G 2E7

The University of Alberta is committed to the principle of equity in employment.

UNIVERSITY OF TORONTO DEPARTMENT OF BOTANY Assistant Professor in Microbial Ecology

Applications are invited for a tenured-track position at the Assistant Professor level in Microbial Ecology tenable from July 1, 1991. Applications from candidates studying the biogeochemical cycling of either carbon, nitrogen or sulphur in relation to plant growth, and who are familiar with stable isotope techniques, are particularly welcome.

The successful applicant will be expected to establish an active research program demonstrating good teaching ability and participation developing interdisciplinary programs in teaching and research. Application information may be sent to Dr. Michael Soder, at the address/FAX given below. A curriculum vitae, a statement of research and teaching interests and three letters of recommendation should be received no later than September 21, 1990 by Dr. Michael Soder, Chairman, Department of Botany, University of Toronto, 105 Willcock Street, Toronto, Ontario, Canada M5S 3H2, Tel. (416) 978-3537; Fax (416) 978-5278.

In accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents (landed immigrants) of Canada. The University of Toronto encourages both women and men to apply for the position.

Faculty of Education The University of Western Ontario EDUCATION: ACADEMIC APPOINTMENT Division of Curriculum Studies Media Studies in Education

Applications are invited for a tenure-track position in Media Studies in Education effective July 1, 1990. Candidates should hold an advanced degree (doctorate preferred), together with relevant teaching and research experience in elementary and/or secondary schools. Responsibilities will include teaching at the preservice and graduate levels, practicum supervision, and a substantial research, development and publication emphasis.

Rank and salary will be commensurate with qualifications and experience. Position is subject to budget approval. The closing date for applications is June 30, 1990. An application, including a curriculum vitae and the names and addresses of three referees should be sent to the Dean, Faculty of Education, The University of Western Ontario, London, Ontario, N6G 1G7, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is an equal opportunity employer.

Directeur ou directrice des services d'information

L'ACPU est un organisme national qui représente des professeurs, des bibliothécaires et des chercheurs d'université et entretient des rapports avec les gouvernements et d'autres organismes. En outre, l'ACPU participe à la création et à l'échange d'information sur les intérêts professionnels et collectifs de ses membres.

Nous cherchons une personne responsable de la conception et de la prestation de divers services d'information et de recherche. Ce poste de cadre demande une participation directe aux activités de communication externes et internes de l'ACPU, y compris la production du *Bulletin de l'ACPU* qui a un tirage mensuel de 30 000 exemplaires.

Les qualifications essentielles sont un diplôme universitaire ainsi que des aptitudes démontrées dans les communications, des compétences en rédaction et une expérience efficace en gestion, acquises dans le domaine des relations publiques, dans les médias, dans le milieu universitaire ou ailleurs. Il est fortement souhaitable que le candidat ou candidate ait une bonne connaissance de l'information et des arguments statistiques. La connaissance des questions relatives aux sciences politiques est un atout considérable. Le candidat ou la candidate doit s'exprimer parfaitement dans les deux langues officielles.

Le traitement est négociable mais reflètera la nature du poste, qui est un poste de cadre, ainsi que l'expérience et les qualifications du candidat ou de la candidate. Prière de soumettre d'ici le 29 juin 1990 une demande d'emploi accompagnée d'un curriculum vitae ainsi que le nom, l'adresse et le numéro de téléphone de trois personnes à titre de références à:

M. Donald C. Savage
Directeur général
Association canadienne des professeurs d'université
294, rue Albert, bureau 306
Ottawa (Ontario)
K1P 6E6

Les chances d'embauche sont égales pour tous et l'ACPU encourage les femmes et les groupes minoritaires à faire une demande d'emploi.



香港城市理工學院
City Polytechnic
of Hong Kong

PRINCIPAL LECTURER, SENIOR LECTURER AND LECTURER FOR THE POST-GRADUATE CERTIFICATE IN LAWS (PCLL) PROGRAM

The City Polytechnic of Hong Kong will offer a course of study leading to the Post-Graduate Certificate in Laws (PCLL) commencing autumn 1991. The PCLL is the recognized post-graduate qualification required for service under articles or pupillage in the territory. The subject matter includes lawyers' skills and professional subjects. Three posts are open for August 1990 and three further posts for January 1991. Successful candidates will design and develop the course between August 1990 and September 1991 and take part in its instruction, assessment and revision thereafter.

Requirements for Appointment: A higher degree, preferably a doctorate in Law or related areas. A good honours degree may be considered for junior appointments. Experience in course development and design, skills teaching, participatory learning, problem-based learning and developmental approaches to learning in law will be given special weighting. Professional experience and membership of relevant professional institutions would be advantages.

Salary Scales (currently under review):
Principal Lecturer: HK\$29,945 p.m. to HK\$37,170 p.m.
Senior Lecturer: HK\$25,265 p.m. to HK\$32,740 p.m.
Lecturer: HK\$13,870 p.m. to HK\$24,150 p.m.
(Exchange rate CANS1 = HK\$6.64 approximately)

Terms and Conditions: Option may be offered for appointment on gratuity-bearing terms (25% on basic salary) for two years or on superannuable terms with provision for retirement benefits. Excellent fringe benefits include medical and dental schemes and long leave. Passages and housing are provided where applicable.

Application procedure:
Please send 2 copies of detailed résumé together with names and addresses of 3 appropriate academic and professional referees to reach the General Secretary's Office, City Polytechnic of Hong Kong, 83 Tat Chee Avenue, Kowloon, Hong Kong by 30 June 1990. Information regarding the Polytechnic and on posts advertised may be obtained upon request (Fax: 7889334, Telex: 54431 CPOLY HK).



University of Alberta
Edmonton

Chair Department of Pharmacology

The Department of Pharmacology in the Faculty of Medicine at the University of Alberta is seeking a Chairperson effective July 1, 1991. The Department comprises of fifteen faculty members and has well-funded programs of original research in a variety of areas. Teaching responsibilities include undergraduate medical teaching as well as courses in nursing, physiotherapy and pharmacy. There is also an undergraduate honors/specialization program in pharmacology with sixty students enrolled, and a graduate program comprising twenty MSc and PhD students. The Department is well-equipped and opportunities for expansion exist, particularly through the support of the Alberta Heritage Foundation for Medical Research.

The successful candidate will have a proven record of research and a strong commitment to excellence in both research and teaching. He/she should be able to work easily in an environment in which formal and informal collaboration within and outside the Department is frequent, and should be prepared to work towards the advancement of all aspects of the Department.

This appointment will be at the rank of Full Professor with salary commensurate with qualifications and experience. Applicants should reply by July 31, 1990 enclosing a curriculum vitae and the names of three referees to:

Dr. Douglas R. Wilson
Dean, Faculty of Medicine
University of Alberta
212-01 W.C. Mackenzie Health Sciences Centre
Edmonton, Alberta, Canada T6G 2R7

The University of Alberta is committed to the principle of equity in employment.

DEPARTMENT OF COMMUNICATION
 (Martin Labé, Dept. Chairman)
SIMON FRASER UNIVERSITY
 Burnaby, B.C. V5A 1S6
 Tel.: (604) 291-3591
 fax: (604) 291-4024

The Department of Communication invites applicants for any academic rank for a position beginning in January 1991. This area of specialization requires (or this position is Canadian communication policy (broadcasts and media). The applicant should demonstrate research interest and competence in the field of communication, including its application to new communication technologies, Canadian broadcast and media policy in connection with new communication technologies, communication and communication networks, applications and methodologies for research on policy environments and policy implementation. The ability to guide grant proposals is required.

The Department has a large undergraduate program and also offers M.A. and Ph.D. degrees. This position is directed to people who are eligible for employment in Canada at the time of application. Others are encouraged to apply but they will not be considered for appointment until a Canadian search is completed and no appointment made. All appointments are subject to budgetary authorization.

Simon Fraser University offers equal employment opportunities to qualified applicants. Applications must be accompanied by a curriculum vitae and the names, addresses and telephone numbers of three referees, and must be received by the Department Chairman's Secretary by 30 June 1990.

RESEARCH ASSOCIATE
DEPARTMENT OF PATHOLOGY

The Department of Pathology of the University of British Columbia seeks a Research Associate for a position at the Research Centre, Children's Hospital. Experience on the molecular basis of rubella virus infection and immunopathology is required. The work will involve studies on T cell recognition of envelope glycoproteins of rubella virus. A Ph.D. in molecular immunology or virology with experience in cellular immunology is desirable.

Salary according to current University of British Columbia guidelines and level of experience.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

The University of British Columbia is committed to the Federal Government's Employment Equity Programme and encourages applications from all qualified individuals.

Deadline for submission of applications will be July 15, 1990 with a starting date of August 15, 1990. Reply, with curriculum vitae and the name of two referees, to:

Dr. Shirley Gillam
 The Research Centre
 Children's Hospital
 950 West 28th Avenue
 Vancouver, B.C.
 V5Z 4H4

UNIVERSITÉ DE SHERBROOKE

Faculté de médecine

Département de physiologie et biophysique
 Appel de candidature pour un poste de professeur associé-chercheur-chargé d'enseignement sur contrat à terme avec possibilité de renouvellement et consolidation. Le rang universitaire sera déterminé par l'expérience du candidat. Cette situation sera offerte au (candidate) ayant obtenu une bourse de recherche du Conseil national de la Recherche. Candidat ou candidate doivent soumettre un rapport séparé pour l'ensemble des deux postes au (candidate) par l'institution d'accueil jusqu'à ce que la bourse obtenue rentre en vigueur. Le dépôt de Ph.D. obtenu de M.O. avec un minimum de 2 années d'expérience post-doctorale plus une productivité scientifique adéquate, représentée par des publications dans des revues de qualité dans le dossier. Les candidats choisi(s) devront développer et conduire son propre programme de recherche, il/elle participera à l'enseignement produit et à celui du 1er cycle des études médicales [selon la formule de l'enseignement médical intégré] tel qu'il est développé à la Faculté de médecine de l'Université de Sherbrooke. Les candidats doivent être dépourvus de toute expérience de cardiologie générale; cours longueurs des muscles cardiaque et lissé (frigulation et pharmacologie); isolation et reconstruction des canaux longiques des membranes intercellulaires; couplegex; excitation-contraction et excitation-sécrétion; contrôle nerveux de la vessie urinaire; analyse musculaire des TEC; et étude des effets des agents antiarrhythmiques sur les rythmismes cardiaques. Une lettre d'application, accompagnée du curriculum vitae du (candidate), plus trois lettres de références doivent être envoyées au Dr Elena Ruiz Pritch, professeur titulaire et directrice, Département de physiologie et biophysique, Faculté de médecine, Université de Sherbrooke, 3550, Chemin de l'Université, Québec G1K 7P4, Canada. Une copie sera envoyée aux candidats, indiquant leur sexe. En accord avec les lois de l'immigration, cette offre d'emploi est réservée aux citoyens canadiens et aux résidents permanents.

THE UNIVERSITY OF BRITISH COLUMBIA
SESSIONAL INSTRUCTORS (1990-91)

The Department of Geography requires Sessional Instructors to teach the following courses:

September 1, 1990-April 30, 1991
 Geography 101: Introduction to Physical Geography (3 units)

Geography 190: Introduction to the Geography of Canada (3 units)

September 1, 1990-December 31, 1990

Geography 260: Geography of Economic Activity (1.5 units)

Geography 357: Introduction to Social and Behavioural Geography (1.5 units)

Geography 363: Geography of Resource Utilization (1.5 units)

Geography 415: Environmental Quality and Impact Assessment (1.5 units)

Geography 499: Geography of Canada (1.5 units)

January 1, 1991-April 30, 1991

Geography 497: Geography of the Canadian Arctic (1.5 units)

Urban Studies 400: Seminar in Urban Studies (1.5 units)

Qualifications: Ph.D. required for all upper level courses; for lower level courses completion of comprehensives in a Ph.D. program required.

Applicants should send a curriculum vitae to:

Dr. Olav Slaymaker, Head
 Department of Geography
 University of British Columbia
 1984 West Mall
 Vancouver, B.C. V6T 1W5

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

Closing date for applications is July 15, 1990.

DEPARTMENT OF COMMUNICATION
 (Martin Labé, Dept. Chairman)
SIMON FRASER UNIVERSITY
 Burnaby, B.C. V5A 1S6
 Tel.: (604) 291-3591
 fax: (604) 291-4024

The Department of Communication invites applicants at the Assistant Professor rank for a position beginning in September 1990.

The position requires (or this position is Canadian communication policy (broadcasts and media). The applicant should demonstrate research interest and competence in the field of communication, including its application to new communication technologies, Canadian broadcast and media policy in connection with new communication technologies, communication and communication networks, applications and methodologies for research on policy environments and policy implementation. The ability to guide grant proposals is required.

The Department has a large undergraduate program and also offers M.A. and Ph.D. degrees. This position is directed to people who are eligible for employment in Canada at the time of application. Others are encouraged to apply but they will not be considered for appointment until a Canadian search is completed and no appointment made. All appointments are subject to budgetary authorization.

Simon Fraser University offers equal employment opportunities to qualified applicants. Applications must be accompanied by a curriculum vitae and the names, addresses and telephone numbers of three referees, and must be received by the Department Chairman's Secretary by 30 June 1990.

UNIVERSITY OF TORONTO
Social Work

The Faculty of Social Work, University of Toronto invites applications for the position of Professor of Social Work, at the Associate Professor or Full Professor level, from persons with outstanding qualifications in the teaching and research of Social Policy and Social Welfare. Also required is experience as principal investigator, funding acquisition and editing published research in peer-reviewed journals. Candidates should possess a teaching background, research experience and publications record sufficient to permit immediate involvement in both doctoral and masters level student supervision and teaching. A Doctorate in Social Work is required, however this degree need not be issued from a graduate social work program.

This position offers the opportunity to play a major role in a developmental phase in which the Faculty seeks to contribute to the education of scientists-practitioners and to develop a comprehensive applied research program in collaboration with other faculty and community agencies. Major theme areas of emphasis for these new directions include multicultural and native issues, housing, child welfare, health, and gerontology.

Applicants should send a complete C.V. and the names of three referees by June 30, 1990 to:

Dr. Heather Munroe-Blum
 Dean
 Faculty of Social Work
 University of Toronto
 248 Bloor Street West
 Toronto, Ontario
 CANADA M5S 1A1

The University of Toronto supports equal employment opportunities across gender and race. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.



DALHOUSIE UNIVERSITY
DEAN OF LAW

Dalhousie Law School is seeking applications and nominations for the position of Dean. The appointment will become effective July 1, 1991. Dalhousie Law School, which celebrated its centenary in 1983, has a student body of about 450 LL.B. undergraduates and over 16 graduate students (LL.M. and J.S.D.). Its full-time faculty of 28 professors is supplemented by a large number of part-time faculty members from the practising bar. The curriculum offers over 90 courses representing all aspects of public and private law, and provides the opportunity for specialized study and research in certain designated areas.

The Dean is to provide academic leadership to the faculty, and is responsible for advising the President on appointments, promotion, tenure and budgetary matters. In addition, the Dean will be expected to give emphasis to the main line of cooperative arrangements with the Bar, government agencies and Law School Alumni.

Dalhousie University has an affirmative action policy with respect to the hiring of women.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants.

Persons interested in applying for the position should write to the Secretary to the Search Committee, giving full details of teaching, research and administrative experience, and including a Curriculum Vitae and the names of referees who can be contacted by the Committee. Material should be sent to:

Mildred MacDonald, Secretary to the Dean's Search Committee, Dalhousie Law School, University Avenue, Halifax, Nova Scotia, B3H 4H9, BEFORE June 29, 1990.

DIRECTOR
INFORMATION SERVICES



CAUT is the national organization representing university faculty, librarians and researchers in relations with governments and other bodies, and is engaged in the development and exchange of information concerning the professional and collective interests of its members.

We require a person to be responsible for the design and delivery of a variety of information and research services. This management position will include direct involvement in CAUT's external and internal communications activity, including production of the CAUT Bulletin with a monthly circulation of over 30,000 copies.

A university degree together with demonstrated communications abilities, editing, writing and research skills, and experience with those gained from public relations, media experience, academic life, or elsewhere are essential. Familiarity with the use of statistical information and argument is highly desirable, and knowledge of science policy issues a considerable asset. The candidate must be completely fluent in both official languages.

The salary is negotiable but will reflect the senior nature of the position and the experience and qualifications of the applicant. Please forward applications, including a résumé and the names, addresses and telephone numbers of three referees by June 29, 1990, to:

Dr. Donald C. Savage
 Executive Director
 Canadian Association of University Teachers
 294 Albert Street, Suite 308
 Ottawa, Ontario
 K1P 6E8

CAUT is an equal opportunity employer and encourages applications from women and minority groups.



Canadian
Advisory Council
 on the Status of Women

The Canadian Advisory Council on the Status of Women is seeking applications for two research positions.

The Council requires the services of a Director of Research and a Research Analyst (Economist).

Qualifications

The position of Director of Research requires a Ph.D. or equivalent with a background in women's studies, and a minimum of eight years experience in the field. A familiarity with women's movement is necessary. Demonstrated expertise in undertaking research in areas of concern to women and experience in the administration of research projects. Good knowledge of both official languages is essential.

The position of Research Analyst (Economist) requires a Ph.D. in economic sciences with two years research experience or an M.A. with seven years experience. Very good knowledge of women's issues. Knowledge and experience in analysing and evaluating economic policies. Strong analytical skills are essential. Fluency in one of the two official languages and ability to read the other. This position is for a minimum term of two years.

Both positions require strong writing skills and publications in the field.

Ssalaries according to qualifications and experience.

Please send C.V. before June 30, 1990 to:

Lise Benoit
 Director of Administration
 Box 1541, Station B
 Ottawa, Ontario K1P 5M9
 or fax: 613-992-1715

Conseil
consultatif canadien
 sur la situation de la femme



Le Conseil consultatif canadien sur la situation de la femme sollicite des candidatures pour combler un poste à la direction de son service de recherche et un poste d'économiste-analyste.

Exigences

La personne qui assumera la direction de la recherche doit posséder un doctorat ou l'équivalent, une connaissance approfondie des études des femmes et un minimum de huit (8) années d'expérience en recherche. La personne choisie assurera la direction de l'unité de recherche du mouvement féministe. Une compétence reconnue dans la recherche sur les dossiers touchant les femmes et l'expérience de la direction de projets sont essentielles, de même qu'une bonne connaissance des deux langues officielles.

La personne titulaire du poste d'économiste-analyste doit posséder un doctorat en économie et deux (2) années d'expérience en recherche, ou une maitrise et sept (7) années d'expérience en recherche. La personne choisie aura une connaissance approfondie des dossiers liés à la condition féminine, elle possèdera compétence et expérience en matière d'analyse et d'évaluation de politiques et d'application d'un analyse critique. Elle connaîtra à fond l'une des deux langues officielles et saura lire la seconde. Ce poste est pour une durée minimale de deux (2) ans.

Les deux postes exigent que les personnes soient douées pour la rédaction et qu'elles aient à leur actif des publications dans les domaines reliés à la condition féminine.

Résumé de fonction des compétences et de l'expérience.

Les personnes intéressées sont priées de faire parvenir leur curriculum vitae avant le 30 juin 1990 à

Lise Benoit
 Directrice de l'Administration
 C.P. 1541, succursale 8
 Ottawa (Ontario) K1P 5M9
 Télécopieur : (613) 992-1715



FINLAY TRAVEL'S DESTINATION — WORLD

This month, our last travel communication until September, features **WORLD DESTINATIONS**. Those listed comprise the most frequently requested by members of CAUT/ACPU and feature **SPECIAL FARE OFFERINGS**.

Touching on a sadder set of circumstances for a moment — the collapse of Odyssey International Airlines — a major collapse — added to a number of other charter airline casualties this year — and has tended to leave a trail of dismay and disturbances affecting thousands of travellers across the country.

Such events which cause such turmoil tend to have far reaching ramifications — and we can think of no segment of our industry — even the competitive airlines, where there is any satisfaction drawn from such casualties.

We have over the years maintained a reservation policy which places the majority of our bookings with scheduled carriers such as Air Canada, British Airways and

K.L.M., which although provide fares somewhat higher than charter airlines, also provide a standard of **DEPENDABILITY & FREQUENCY OF SERVICE**.

There will always be a host of cheaper offerings in the market place, of course. Competition is welcome — and we will always hear of "Real Bargains" (?).

Over the past 30 years we have given top priority to **QUALITY, VALUE AND STABILITY** in travel arrangements we make on behalf of the members of CAUT/ACPU.

May we use this opportunity to wish you Happy Travelling wherever you go this Summer. Thank You for your continued support — Look for us in the September issue.

Call us between the hours of 9:30 am and 4:30 pm Eastern Standard Time.
Fax is available 24 hours per day. FAX: 416-366-1005

★ OUR FARES TO EUROPE

FROM: TORONTO

To: LONDON	From:	\$561.00 to \$842.00
To: AMSTERDAM	From:	\$599.00 to \$871.00
To: BERLIN	From:	\$735.00 to \$997.00
To: FRANKFURT	From:	\$687.00 to \$948.00
To: PARIS	From:	\$619.00 to \$881.00
To: ZURICH	From:	\$726.00 to \$997.00



Ask about our attractive fares from all other Canadian points East and West of Toronto.

BOOKING CONDITIONS & RESTRICTIONS APPLY:

CALL: (416) 366-9771 FAX: (416) 366-1005

E. & O.E. 05/90

★ OUR FARES TO SOUTH PACIFIC

FROM: VANCOUVER

TO: Sydney/Melbourne	From:	\$1187.00 to \$1633.00
TO: Auckland	From:	\$949.00 to \$1358.00

Ask about our attractive fares from all other Canadian points East and West of Toronto.

BOOKING CONDITIONS & RESTRICTIONS APPLY:

CALL: (416) 366-9771 FAX: (416) 366-1005

E. & O.E. 05/90



★ SOCIETY EXPEDITIONS

CANADIAN ARCTIC, GREENLAND & ICELAND
GREENLAND/ CANADIAN ARCTIC: Four departures explore the best of the Northwest Passage along the eastern Arctic. Pushing as far north as the 75 latitude just 1,000 miles from the North Pole. Arctic expeditions are similar to a journey to Alaska. Itineraries include culture, wildlife, history and scenic waterways peppered with the icebergs of Glaciers.

Departure Dates: July 17; July 31; August 14; August 28. **Society Expeditions**
From: \$5750.00 USD - cruise only, per person - share twin
CALL FOR MORE DETAILS: (416) 366-9771 FAX (416) 366-1005

E. & O.E. 05/90

★ OUR CIRCLE PACIFIC

FROM VANCOUVER:

To: Hong Kong/Brisbane or Sydney or Melbourne or Perth or Auckland

From: \$ 1629.00 to \$2019.00

Add-ons available from other cities in Canada.

BOOKING CONDITIONS & RESTRICTIONS APPLY

ALL FARES AND CONDITIONS — SUBJECT TO CHANGE.

UPGRADE TO MARCO POLO BUSINESS CLASS HONG KONG/VANCOUVER ONLY \$445.00 CAD. ASK US FOR DETAILS.

E. & O.E. 05/90



Est. 1951

(416) 366-9771 Fax (416) 366-1005 Whenever possible.
Nous offrons aussi un service en français si vous le désirez.

QUALITY, VALUE AND SERVICE UNSURPASSED.



LIMITED Est. 1951
Suite 2360, Exchange Tower, P.O. Box 433
2 First Canadian Place
Toronto, Ontario M5X 1E3
Tel: (416) 366-9771

★ OUR EUROPEAN SABBATICAL FLIGHT PROGRAMME

★ OPEN RETURN — VALID UP TO ONE YEAR ★

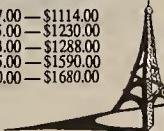
To: LONDON	St. John's/Halifax/Montréal/Ottawa/Toronto	\$1049.00
From: Winnipeg	.....	\$1149.00
Edmonton/Calgary	.....	\$1229.00
Vancouver	.....	\$1289.00

To: PARIS/ZURICH	Montreal/Toronto	\$989.00
From: Calgary/Edmonton/Regina/Saskatoon	.....	\$1169.00
Vancouver	.....	\$1249.00

To: FRANKFURT	Toronto	\$989.00
From: Calgary/Edmonton/Regina/Saskatoon	.....	\$1169.00
Vancouver	.....	\$1249.00

Fares range from
Low Season to High Season

To: AMSTERDAM	Halifax	\$867.00 — \$1114.00
From: Montreal	.....	\$1095.00 — \$1230.00
Toronto	.....	\$1153.00 — \$1288.00
Calgary	.....	\$1445.00 — \$1590.00
Vancouver	.....	\$1540.00 — \$1680.00



Advance booking: — at least 21 days in advance, earlier to avoid disappointment.
Payments: — deposit of \$250.00 within 7 days of making reservation.
— non-refundable payment, and booking, at least 21 days prior to departure.

Minimum stay: — 7 nights.

Children's rates: — 75% of adult per person.

Cancellation insurance: — \$8.50 per person (medical reasons only).

PAYMENT BY CHEQUE, CASH, MONEY ORDER. UNFORTUNATELY CREDIT CARDS NOT PERMITTED.

FARES ARE SUBJECT TO CHANGE WITHOUT NOTICE, AND MAY BE WITHDRAWN AT ANY TIME.

Not included in the above quoted fares, \$19.00 Canadian Transportation Tax per person.

Children's fares available upon request (ages 2-11 years inclusive).

CALL Jill (416) 366-9771 FAX 366-1005

E. & O.E. 05/90

★ OUR FARES TO THE ORIENT

CATHAY PACIFIC AIRWAYS DAILY NON-STOP 747 SERVICE.

FROM VANCOUVER:

To: Hong Kong	From \$1253.00 to \$1454.00
Bangkok	From \$1418.00 to \$1667.00
Singapore	From \$1466.00 to \$1716.00
Bali	From \$1611.00 to \$1816.00

CATHAY PACIFIC



E. & O.E. 05/90

Add-ons from other cities in Canada available:
• BOOKING CONDITIONS & RESTRICTIONS APPLY
• ALL FARES AND CONDITIONS — SUBJECT TO CHANGE

Wherever in the World — your meeting is **IMPORTANT** — make sure it is a complete success. — Many factors are involved requiring immaculate attention and precision planning. Call (416) 366-9771 or FAX (416) 366-1005 for details.

E. & O.E. 05/90

★ CONFERENCES ★ MEETINGS ★ SEMINARS ★

ASTA
American Society of Travel Agents